

Nos. 18-1654 & 18-1782

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IN THE  
**United States Court of Appeals**  
FOR THE SIXTH CIRCUIT

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FIRSTENERGY GENERATION, LLC,  
*Petitioner/Cross-Respondent,*  
v.  
NATIONAL LABOR RELATIONS BOARD,  
*Respondent/Cross-Petitioner.*

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PETITION FOR REVIEW OF THE DECISION AND ORDER OF THE NATIONAL LABOR  
RELATIONS BOARD IN *FIRSTENERGY GENERATION, LLC*, A WHOLLY OWNED SUBSIDIARY  
OF *FIRSTENERGY CORP.*, AND *INTERNATIONAL BROTHERHOOD OF ELECTRICAL*  
*WORKERS, LOCAL 272, AFL-CIO*, CASE NOS. 06–CA–163303 AND 06–CA–170901,  
REPORTED AT 366 NLRB No. 87

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**APPENDIX OF PETITIONER/CROSS-RESPONDENT  
VOLUME III**

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Respectfully submitted,

/s/ Peter N. Kirsanow

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LLC*

### **CERTIFICATE OF COUNSEL**

I, Peter N. Kirsanow, pursuant to 6 Cir. R. 30(b)(4)(E) hereby certify that the documents contained in this appendix are properly part of the Agency Record in this matter.

/s/ Peter N. Kirsanow

PETER N. KIRSANOW (0034196)

*One of the Attorneys for Petitioner/Cross-  
Respondent FirstEnergy Generation, LLC*

### **CERTIFICATE OF SERVICE**

A copy of the foregoing was filed electronically on the 1st day of October, 2018, and served according to the Court's Electronic Filing guidelines.

/s/ Peter N. Kirsanow

PETER N. KIRSANOW (0034196)

*One of the Attorneys for Petitioner/Cross-  
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RESPONDENT EXHIBITS  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION SIX

FIRST ENERGY CORPORATION

Employer

and

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL UNION  
272, AFL-CIO

Petitioner

Case No. 06-CA-163303  
No. 06-CA-170901

Place: Pittsburgh, Pennsylvania

Date: Friday, December 2, 2016

MORSE, GANTVERG & HODGE, INC.  
Suite 719, One Bigelow Square  
Pittsburgh, Pennsylvania 15219  
412/281-0189

Provided to Union  
9/25/14 @ 9:52 AM

## Comprehensive Offer of Settlement

September 25, 2014

FirstEnergy Generation Corp. ("Company") makes this Comprehensive Offer of Settlement ("Offer") to Local Union No. 272 of the International Brotherhood Electrical Workers, AFL-CIO ("Union"), on this 25th day of September 2014, subject to ratification by the membership of the Union.

### **WITNESSETH:**

This "Offer" shall incorporate the 2009 - 2013 collective bargaining agreement and the extension agreement dated August 16, 2012, as further amended agreement as well as to reflect the changes contained herein. If the Union's members vote to ratify the terms of this Offer, then it shall constitute the new collective bargaining agreement between the parties hereto effective upon the date of ratification, unless otherwise indicated below, and shall continue in effect through February 15, 2017. Article XIX shall be amended accordingly to reflect the termination of the contract on February 15, 2017.

### **1. Wages**

**Wages - Modify Article XVII and Appendix A-1 A-2 to reflect General Wage Increases as follows:**

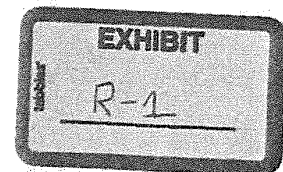
### **ARTICLE XVII**

Effective the date of ratification, a wage increase of one and one half percent (1 ½%) will be granted on the rates in effect on February 14, 2014. Effective one year following the date of ratification, a wage increase of one percent (1%) will be granted on the wages in effect following ratification. Effective two years following the date of ratification, a wage increase of one percent (1%) will be granted on the wages in effect. (As illustrated below)

Upon ratification GWI 1 ½%

One Year following Ratification (Date To Be Determined) GWI 1.0%

Two Years following Ratification (Date to be determined) GWI 1.0%



*Modify Articles IX, and XIV to reflect an increase of \$0.05 per hours on afternoon, night shift and Sunday Premiums as follows:*

**ARTICLE IX**

Section 8. Where an assigned schedule includes a calendar Saturday and/or Sunday overtime rate will not be paid for such scheduled work, except that effective the date of ratification, an employee will be paid one dollar and eighty five cents (\$1.85) per hour, and effective February 16, 2010 an employee will be paid one dollar and ninety cents (\$1.90) per hour, and effective February 16, 2011 an employee will be paid one dollar and ninety five cents (\$1.95) per hour effective, and upon ratification an employee will be paid two dollars ~~(2.00)~~ per hour in addition to his regular straight-time rate for each scheduled straight-time hour worked on Sunday. Where assigned schedules include Saturday, Sunday and holiday work, all such schedules shall be rotated in such a manner as to equalize insofar as practicable Saturday, Sunday and holiday work among the employees involved. Employees who work their regular scheduled shift on Sunday will receive both the applicable shift premium and the Sunday premium.

**ARTICLE XIV**

**Shift Differentials**

Shift differentials will be paid only to full-time employees for work actually performed on shift schedules (as defined in Section 1 of Article IX) and shall be paid in the following amounts:

- a. For hours worked on the "Afternoon Shift" one dollar and thirty cents ~~(1.30)~~ per hour effective date of ratification, provided, however, that when under the provisions of this Agreement an employee is entitled to receive his regular straight-time rate of pay for time not actually worked but devoted to grievance procedure, vacation, holidays, and other occasions not actually worked, shift differentials shall not be considered as a part of his regular straight-time rate of pay.
- b. For hours worked on the "Night Shift" —one dollar and thirty-five cents ~~(1.35)~~ per hour effective date of ratification.

**2) Filling Vacancies – Return to Former Positions (Company Proposal 13)**

**Modify Article VI Section 3:**

An employee who is successful in his request for a new job and is placed on the new job, may elect to return to his old job within ~~six (6) months~~ thirty (30) days without loss of seniority rights. No seniority rights will remain in the job from which the employee is returning.

EXHIBIT NO. 21 RECEIVED ✓ REJECTED      
CASE NO. 6-CA-163103 CASE NAME FirstEnergy  
NO. OF PAGES 232 DATE 12/2/14 REPORTER JAO

EXHIBIT NO. \_\_\_\_\_ RECEIVED \_\_\_\_\_ REFLECTED \_\_\_\_\_

CASE NO. \_\_\_\_\_ CASE NAME \_\_\_\_\_

NO. OF PAGES \_\_\_\_\_ DATE \_\_\_\_\_ REPORTER JAO

**3) Filling Vacancies – Pre-Bid System (Company Proposal 14)**

**Modify Article VI Section 3**

**Section 3.** Employees (other than probationary employees with less than six (6) months of service) who wish to be considered for a vacancy in a beginning job (the bottom job in any promotional line or any of the following jobs: Laborer, Plant Helper, Janitor (see Exhibit A attached)), shall state their request and preference on a form furnished by the Company. A copy of the employee's request shall be provided to the Plant Superintendent and to the Business Manager of the Union. When management requires such job within the bargaining unit to be filled and before a new employee is hired, a notice will be posted on the bulletin boards stating the classification and wage rate of the open job. The senior qualified employee who, having filed a request for such job prior to the posting of the opening, shall be given preference in filling the vacancy. ~~If an employee fails to decline a job offer within 24 hours of that offer being made, he will be deemed to have declined that offer.~~ Submission of a pre-bid for a job constitutes that an employee has committed to acceptance of the position if he were to be offered said position.

Before a senior applicant is bypassed the Company will discuss the matter with the Union.

When the applicant is awarded a vacancy all other requests by such applicant will be cancelled and withdrawn from the files. If such employee desires to be considered for other vacancies, he must make written request as provided above.

**4) Arbitrations (Company Proposal 8)**

**Modify Article VIII Section 2: Add Paragraph B**

**Section 2.** If the grievance is not settled under the foregoing procedures, either party may submit the grievance to arbitration by giving written notice of intent to arbitrate to the other party within fifteen (15) days after the written answer at Step 2 and the grievance shall proceed to arbitration as follows:

a. Within five (5) days after receipt of notice of intent to arbitrate, the parties shall meet or confer by telephone to select an arbitrator. If they are unable to agree they promptly shall send a joint written request to either the Federal Mediation and Conciliation Service or American Arbitration Association to submit a panel of seven (7) names of experienced arbitrators from which they shall select the arbitrator by alternately striking names. The last remaining name shall be the arbitrator.

b. Unless the parties mutually agree in writing otherwise, any grievance submitted to arbitration shall be heard by a neutral arbitrator within one (1) year of the date of the written request described in this subsection or else the grievance shall be deemed to have been withdrawn.

b.— c. The arbitrator selected under Paragraph a. shall conduct a hearing at which each party shall have full opportunity to present its case.

e d. The arbitrator shall issue his written decision within thirty (30) days after the hearing or following the time limit for submission of briefs. The decision will be binding on the Company, the Union, and the employees.

d e. The arbitrator shall have no power to change, add to, or subtract from any of the provisions of this Agreement. His function shall be limited to the interpretation and application of this Agreement as written.

e f. Each party shall bear the expenses of its own presentation to the arbitrator and the fee and expenses of the arbitrator shall be shared equally by the parties.

—f g. The Company and the Union may mutually agree to submit a grievance to expedited arbitration. Under this expedited arbitration procedure, these hearings generally will be limited to one day, there will be no post-hearing briefs by either party and the arbitrator must render a decision on the grievance within seven (7) working days of the hearing. If the parties require a written award of the decision, it shall be in summary form. The parties may mutually agree to extend the arbitrator's period to render a decision. The selection of the arbitrator and all other administrative matters of the arbitration procedure provided by Article VIII remain. The parties agree expedited arbitration is generally reserved for discharge grievances and no grievance may be filed regarding one party's decision not to submit any grievance to expedited arbitration.



**5) Eliminate Vacation Banking (Company Proposal 9)****Delete Article X Section 9, add Appendix Below**

~~Section 9. After an employee has used one (1) week with pay (forty (40) hours' straight-time pay) of vacation entitlement, any unused vacation in eight (8) hour increments may be accumulated or banked for future use. As the sole exception to the foregoing, an employee entitled to only five (5) days or less of vacation in a calendar year may bank their unused vacation for future use without first using any. The employee desiring to bank his vacation must notify the Company in writing prior to December 31 in any given year. The total amount to be accumulated is limited to one thousand (1,000) hours. The accumulated or banked vacation is to be taken as time off at the employee's pay rate at the time it is taken. The time off accumulated in the employee's vacation banking account may be taken prior to retirement and subject to the terms and conditions of this Agreement as if the accumulated vacation is a part of the employee's granted vacation allowance for a given year. Banked vacation will be paid at the employee's current straight time pay rate if the employment relationship is terminated prior to retirement, an employee is laid off or an employee elects to be paid at the beginning of a granted leave of absence. Otherwise, banked vacation not used prior to retirement may be cashed out at retirement.~~

APPENDIX \*\*\*\*\*

**VACATION BANKING**

1. Employees' existing banked vacations will be frozen as of January 1, 2015 and may not be replenished.
2. Banked vacation is to be paid if:
  - a. An employee dies prior to retirement, or
  - b. An employee terminates.
3. Payment for banked vacation will be at the employee's pay rate as of December 31, 2013.
4. Time off accumulated in the vacation banking account may be taken prior to retirement, or, in lieu thereof, the employee may receive payment at retirement.

5. Banked time off which is to be used for the purpose of an extended vacation is to be scheduled at a time mutually convenient to the employee and his/her supervisor.

**6) Vacation, Modify Article X (Company Proposal 10)**

~~Vacations~~

~~Section 1. a. Effective January 1, 2005 a full time employee who has been on the Company's payrolls continuously for six (6) months, but less than one (1) year shall be granted a vacation of one (1) week with pay, (forty hours (40) straight time pay) to be taken, in accordance with the provisions of this Article. A full time employee who completes one (1) year of continuous service earns a second week of vacation.~~

~~\_\_\_\_\_ b. A full time employee who, as of January 1 of any calendar year, has accumulated one (1) year, but less than five (5) years' service, shall be granted a vacation of two (2) weeks with pay, (eighty (80) hours' straight time pay).~~

~~c. A full time employee who, as of January 1 of any calendar year, has accumulated five (5) years', but less than fourteen (14) years' service, shall be granted a vacation of three (3) weeks with pay (one hundred twenty (120) hours' straight time pay).~~

~~d. Regular employees who, as of January 1 of any calendar year, have accumulated fourteen (14) years', but less than twenty four (24) years' service, shall be granted a vacation of four (4) weeks with pay, (one hundred sixty (160) hours' straight time pay).~~

~~e. Regular employees who, as of January 1 of any calendar year, have accumulated twenty four (24) or more years' of service shall be granted a vacation of five (5) weeks with pay, (two hundred (200) hours' straight time pay).~~

~~Except as provided in the next paragraph, vacation shall be taken at times to be agreed upon by the employee and the Company. In case of conflict of time of vacation between employees, preference shall be given to senior employees in the specific classification group, according to their accumulated service.~~

~~\_\_\_\_\_ The Company shall prepare two (2) vacation charts for each occupational group. The first such chart shall be for the period of January 1 through March 31, and the posting shall be made by November 1 of the prior year, with requests for this period being submitted between November 1 and December 15. The second such chart shall be for the period of April 1 through December 31, and the posting shall be made by February 1. Requests for this period shall be submitted between January 1 and April 1 of the year of entitlement. In either case, employees shall exercise their choice of time of vacation by order of accumulated service in their respective classifications. On or after each respective request period listed above, at the employees' request, all denied vacation requests will be held until the end of the calendar year. These vacation requests shall be honored by seniority for the request periods mentioned above.~~

Vacation time not already optioned during the request periods shall be available to employees without regard to service. On September 15, or as near to as practicable, of each year the Company will notify those employees who have not exercised their choice of vacation time. Employees so notified who do not schedule their vacation by October 1 of any year may have their vacation scheduled by the Company.

To maintain eligibility for vacation pay an employee must have worked, including absence due to sickness, injury, or leave of absence with pay, ten (10) months of the twelve (12) months in a calendar year, provided, that any employee who returns from leave of absence without pay or who leaves his employment to enter the Military Service and returns directly to his employment in his same service year or in any subsequent service year less than three (3) months prior to his anniversary date will be eligible for vacation in proportion to that part of his then current service year actually worked after his return; and provided further, that in the case of any employee who returns directly to his employment from Military Service in a calendar year other than that in which he left and prior to October 1 of that year, the time during that calendar year spent in the Military Service shall be considered as having been worked.

Section 2. To become eligible for vacation with pay, employees must complete one (1) full year of continuous employment after their last employment date. This date shall be known as their service anniversary date. Eligible employees shall normally take their vacations in the period between the service anniversary date and the beginning of the next calendar year, but at the discretion of the Company, may be allowed to take said vacation at any time during the calendar year. However, if the first year anniversary date falls within the last week of the calendar year, the employee may be permitted to take his vacation during the month of December.

Section 3. a. Employees with less than seven (7) years' but more than one (1) year accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in the paragraph e. following), for a period of not more than four (4) months during the qualifying year, shall be entitled to a full vacation. If any such employee has worked less than eight (8) months as aforesaid, his vacation shall be prorated on the basis of one half (1/2) day vacation (four (4) hours) for each month of work for those entitled to a one (1) week vacation, and one (1) day vacation (eight (8) hours) for each month of work for those entitled to a two (2) week vacation.

b. Employees with seven (7) years', but less than fourteen (14) years' accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in paragraph e. following), for a period of not more than eight (8) months during the qualifying year, shall be entitled to a full vacation. If any such employee has worked less than four (4) months as aforesaid, his vacation allowance shall be prorated on the basis of two and one half (2 1/2) days' vacation (twenty (20) hours) for each month of work.

c. Employees with fourteen (14) years', but less than twenty-four (24) years' accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in paragraph e. following), for a period of not more than ten (10) months during the qualifying year, shall be entitled to a full vacation. If any such employee has worked less than two (2) months as

aforesaid, his vacation allowance shall be prorated on the basis of four and one half (4 1/2) days' vacation (thirty-six (36) hours) for each month of work.

d. Employees with twenty-four (24) years' accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in paragraph e. following), for a period of not more than ten (10) months during the qualifying year, shall be entitled to a full vacation. If any such employee has worked less than two (2) months as aforesaid, his vacation allowance shall be prorated on the basis of seven (7) days' vacation (fifty-six (56) hours) for each month of work.

e. Time not worked by an employee and for which he received temporary total disability compensation under the Pennsylvania Workmen's Compensation Act for industrial injury or occupational disease shall not be deducted in the calculation referred to above.

f. In the event that an employee is absent due to non-industrial illness or injury prior to his scheduled vacation time, he will be permitted to change his vacation to a subsequent date which will not conflict with another employee's vacation if there is sufficient time remaining in the calendar year.

g. Once started, vacations will not be rescheduled even though illness or injury occurs, except that, if an employee is unexpectedly confined in a hospital as an inpatient, under circumstances which would entitle him to sick benefits, that portion of his vacation spent in such confinement and continuing illness or injury will be treated as an absence due to illness or injury provided the employee furnishes a certificate from the attending physician giving the period of and reason for such confinement.

Section 4. Employees who waive their vacations, shall in lieu of vacation, be paid forty (40) hours' straight time pay for a one (1) week vacation; eighty (80) hours' straight time pay for a two (2) weeks' vacation; one hundred twenty (120) hours' straight time pay for a three (3) weeks' vacation; one hundred sixty (160) hours' straight time pay for a four (4) weeks' vacation; and two hundred (200) hours' straight time pay for a five (5) weeks' vacation, in addition to compensation at regular rates for work performed during the vacation period so waived. Only in the event of emergencies will an employee be requested or permitted to waive his vacation, and the Company's determination of an emergency shall be final; except that when the retirement date under the Pension Plan of an employee follows his service anniversary date in the same calendar year, he may waive the service anniversary vacation to which he may be entitled.

If an employee is receiving temporary total disability compensation under the Pennsylvania Workmen's Compensation Act for industrial injury or occupational disease at the time of his scheduled vacation, he may either postpone his scheduled vacation, provided it is taken before the close of the calendar year, or he may receive vacation pay in lieu of the vacation to which he would have normally been entitled had he been working.

Section 5. Should a holiday, as specified in this Agreement, fall on an employee's regular scheduled workday during the vacation period, the Company will pay said employee eight (8) hours' straight time pay or, at the employee's request, he will be given an additional day off with pay on a date mutually agreed upon.



~~Section 6. An employee who has once qualified for vacation and shall thereafter terminate his employment, shall be given his accrued vacation allowance in accordance with the above provisions, based on lapsed time between January 1 and the date of termination, prorated on the basis of one-half (1/2) day (four (4) hours) for each month worked since January 1, not exceeding five (5) days (forty (40) hours) for those entitled to a one (1) week's vacation; one (1) day (eight (8) hours) for each month worked since January 1, but not exceeding ten (10) days (eighty (80) hours) for those entitled to two (2) weeks' vacation; one and one-half (1 1/2) days (twelve (12) hours) for each month worked since January 1, but not exceeding fifteen (15) days (one hundred twenty (120) hours) for those entitled to three (3) weeks' vacation; two (2) days (sixteen (16) hours) for each month worked since January 1, but not exceeding twenty (20) days (one hundred sixty (160) hours) for those entitled to four (4) weeks' vacation; two and one-half (2 1/2) days (twenty (20) hours) for each month worked since January 1, but not exceeding twenty-five (25) days (two hundred (200) hours) for those entitled to five (5) weeks' vacation.~~

~~Section 7. A week of vacation shall consist of seven (7) consecutive days for which the employee shall be paid his standard weekly wage, based upon forty (40) hours. Such vacation shall begin upon release from the regular scheduled hours of work and end when the employee is scheduled to return to his regular scheduled hours of work.~~

~~As an exception to the above paragraph an employee entitled to five (5) days or less of vacation may, with the permission of the Company, take the entire vacation in single, whole day increments and an employee entitled to two (2) or more weeks of vacation in a calendar year may take, with the permission of the Company, five (5) days of that vacation in single, whole day increments and an employee entitled to three (3) or more weeks of vacation in a calendar year may take, with permission of the company ten (10) days of that vacation in single, whole day increments and an employee entitled to five (5) or more weeks of vacation in a calendar year may take, with permission of the Company, fifteen (15) days of that vacation in single, whole day increments. An employee who previously has scheduled a full week's vacation will be given preference over any employee who requests less than a full week's vacation, regardless of seniority. Requests for single vacation days must be received at least seven (7) days prior to the vacation date requested; if the request is received in less than such seven (7) days it may be granted by the mutual consent of the employee and the Company. The Company reserves the right to limit the number of employees who can be off on a specific day. The Company may, but cannot be required to, grant a single day increment on a workday preceding or following another vacation or holiday. The Company may fill any vacancy created by a single day vacation by upgrading. The employee will not be eligible for overtime during the twenty-four (24) hour period of his vacation day.~~

~~Section 8. If an employee is on a temporary assignment, carrying a higher basic rate than his regular rate he will receive the higher rate during such scheduled vacation hours provided he is on the temporary assignment for thirty (30) consecutive calendar days immediately prior to his vacation.~~

~~Section 9. After an employee has used one (1) week with pay (forty (40) hours' straight time pay) of vacation entitlement, any unused vacation in eight (8) hour increments may be accumulated or banked for future use. As the sole exception to the foregoing, an employee~~

~~entitled to only five (5) days or less of vacation in a calendar year may bank their unused vacation for future use without first using any. The employee desiring to bank his vacation must notify the Company in writing prior to December 31 in any given year. The total amount to be accumulated is limited to one thousand (1,000) hours. The accumulated or banked vacation is to be taken as time off at the employee's pay rate at the time it is taken. The time off accumulated in the employee's vacation banking account may be taken prior to retirement and subject to the terms and conditions of this Agreement as if the accumulated vacation is a part of the employee's granted vacation allowance for a given year. Banked vacation will be paid at the employee's current straight time pay rate if the employment relationship is terminated prior to retirement, an employee is laid off or an employee elects to be paid at the beginning of a granted leave of absence. Otherwise, banked vacation not used prior to retirement may be cashed out at retirement.~~

~~Section 10. A complete first quarter schedule for each department will be posted before the vacation selection period stated in Section 1. The balance of the year schedule will be posted before the selection period as stated in Section 1. The schedule itself shall remain subject to change, however, per all other relative provisions of this Agreement.~~

Replace with:

#### **ARTICLE X**

##### **Vacation Paid Absence Days (VPADs)**

###### **Section 1**

a. Effective January 1, 2014- 2015, in lieu of any vacation that was accrued in ~~2013~~ 2014, employees shall be entitled to Vacation Personal Absence Days (VPAD) and the number of VPADs to which an employee shall be entitled shall be based on length of employment.

VPADs are provided based upon whole years of service (completed as of January 1st). VPADs are accrued in approximately one-third increments of the total VPAD entitlement on January 1, April 1, and July 1, in accordance with the chart below:

Vacation Paid Absence Days (VPADs)				
Whole Years of Service at End of Prior Calendar year	Earned VPADs (in hours)			
	Jan.1	Apr. 1	July 1	Total
After 6 months= 5 VPADS				
Less than 1 year	After 12 months= 5 VPADS			
1-4 years	4	3	3	10
5-13 years	5	5	5	15
14-23 years	7	7	6	20
24 years or more	9	8	8	25

b. An employee may be granted permission to use VPADs that have not yet been earned in that particular calendar year. If approved, this will create a negative balance of VPADs for the employee within that calendar year, which will be considered a loan. An employee who separates service with a negative balance will have that balance deducted from his final paycheck upon separation.

c. Employees, who separate from the company or whose employment terminates, for any reason, including retirement, will not be compensated for any unused, accrued (current year) or deferred (previous year) VPADs.

d. A week of VPADs shall consist of seven (7) consecutive days, for which the employee shall be paid their regular weekly wage at their regular straight time hourly rate of pay

## Section 2.

Except as provided in the next paragraph, VPADs shall be taken at times to be agreed upon by the employee and the Company. In case of conflict of time of VPADs between employees, preference shall be given to senior employees in the specific classification group, according to their accumulated service.

The Company shall prepare two (2) VPAD charts for each occupational group. The first such chart shall be for the period of January 1 through March 31, and the posting shall be made by November 1 of the prior year, with requests for this period being submitted between November 1 and December 15. The second such chart shall be for the period of April 1 through December 31, and the posting shall be made by February 1. Requests for this period shall be submitted between January 1 and April 1 of the year of entitlement. In either case, employees shall exercise their choice of time of VPADs by order of accumulated service in their respective classifications. On or after each respective request period listed above, at the employees' request, all denied VPAD requests will be held until the end of the calendar year. These VPAD requests shall be honored by seniority for the request periods mentioned above. VPAD time not already optioned during the request periods shall be available to employees without regard to service. On September 15, or as near to as practicable, of each year the Company will notify those employees who have not exercised their choice of VPAD time. Employees so notified who do not schedule their VPADs by October 1 of any year may have their VPADs scheduled by the Company.

To maintain eligibility for vacation pay an employee must have worked, including absence due to sickness, injury, or leave of absence with pay, ten (10) months of the twelve (12) months in a calendar year. An employee who returns from leave of absence without pay or who leaves his employment to enter the Military Service and returns directly to his employment in his same service year or in any subsequent service year will be eligible for VPADs in proportion to that part of his then current service year actually worked after his return in accordance with the above chart and provided further, that in the case of any employee who returns directly to his employment from Military Service in a calendar year other than that in which he left the time during that calendar year spent in the Military Service shall be considered as having been worked.

Section 3

a. Employees with less than seven (5) years' but more than one (1) year accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in the paragraph e. following), for a period of not more than four (4) months during the qualifying year, shall be entitled to a full allotment of VPADs. If any such employee has worked less than eight (8) months as aforesaid, his VPADs shall be prorated on the basis of one-half (1/2) VPAD (four (4) hours) for each month of work for those entitled to a one (1) week of VPADS, and one (1) VPAD (eight (8) hours) for each month of work for those entitled to a VPAD allotment of two (2) weeks .

b. Employees with seven (5) years', but less than fourteen (14) years' accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in paragraph e. following), for a period of not more than eight (8) months during the qualifying year, shall be entitled to a full allotment of VPADs . If any such employee has worked less than four (4) months as aforesaid, his VPAD allowance shall be prorated on the basis of two and one-half (2 1/2) VPADs (twenty (20) hours) for each month of work.

c. Employees with fourteen (14) years', but less than twenty-four (24) years' accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in paragraph e. following), for a period of not more than ten (10) months during the qualifying year, shall be entitled to a full allotment of VPADs. If any such employee has worked less than two (2) months as aforesaid, his VPAD allowance shall be prorated on the basis of four and one-half (4 1/2) VPADs (thirty-six (36) hours) for each month of work.

d. Employees with twenty-four (24) years' accumulated service as of January 1 of any calendar year, who have been disabled (except as referred to in paragraph e. following), for a period of not more than ten (10) months during the qualifying year, shall be entitled to a full allotment of VPADs. If any such employee has worked less than two (2) months as aforesaid, his VPAD allowance shall be prorated on the basis of seven (7) VPADs (fifty-six (56) hours) for each month of work.

e. -Time not worked by an employee and for which he received temporary total disability compensation under the Pennsylvania Workmen's Compensation Act for industrial injury or occupational disease shall not be deducted in the calculation referred to above.

f. In the event that an employee is absent due to non-industrial illness or injury prior to his scheduled time off, he will be permitted to change his VPADs to a subsequent date which will not conflict with another employee's time off if there is sufficient time remaining in the calendar year.

g. Once started, VPADS will not be rescheduled even though illness or injury occurs, except that, if an employee is unexpectedly confined in a hospital as an inpatient, under circumstances which would entitle him to sick benefits, that portion of his VPADs spent in such confinement and continuing illness or injury will be treated as an absence due to illness or injury



provided the employee furnishes a certificate from the attending physician giving the period of and reason for such confinement.

#### Section 4.

Employees who waive their VPADS, shall in lieu of VPADs, be paid forty (40) hours' straight-time pay for a one (1) week of VPADs, eighty (80) hours' straight-time pay for a two (2) weeks' VPADs, one hundred twenty (120) hours' straight-time pay for a three (3) weeks' VPADs, one hundred sixty (160) hours' straight-time pay for a four (4) weeks' VPADs, and two hundred (200) hours' straight-time pay for a five (5) weeks' VPADs, in addition to compensation at regular rates for work performed during the period of VPADs so waived. Only in the event of emergencies will an employee be requested or permitted to waive his VPADs, and the Company's determination of an emergency shall be final.

If an employee is receiving temporary total disability compensation under the Pennsylvania Workmen's Compensation Act for industrial injury or occupational disease at the time of his scheduled VPADs, he may postpone his scheduled VPADs, provided it is taken before the close of the calendar year.

#### Section 5.

Should a holiday, as specified in this Agreement, fall on an employee's regular scheduled workday during the period of VPAD (s), the Company will pay said employee eight (8) hours' straight-time pay or, at the employee's request, he will be given an additional day off with pay on a date mutually agreed upon.

#### Section 6.

A week of VPADs- shall consist of seven (7) consecutive days for which the employee shall be paid his standard weekly wage, based upon forty (40) hours. Such VPADs shall begin upon release from the regular scheduled hours of work and end when the employee is scheduled to return to his regular scheduled hours of work.

As an exception to the above paragraph an employee entitled to five (5) VPADs or less may, with the permission of the Company, take the entire allotment of VPADs in single, whole day increments and an employee entitled to two (2) or more weeks of VPADs in a calendar year may take, with the permission of the Company, five (5) days of that allotment in single, whole day increments and an employee entitled to three (3) or more weeks of VPADs in a calendar year may take, with permission of the company ten (10) days of that allotment in single, whole day increments and an employee entitled to five (5) or more weeks of VPADs in a calendar year may take, with permission of the Company, fifteen (15) days of that allotment in single, whole day increments. An employee who previously has scheduled a full week of VPADs will be given preference over any employee who requests less than a full week of ~~VPADs~~ VPADs, regardless of seniority. Requests for single VPAD -must be received at least seven (7) days prior to the VPAD date requested; if the request is received in less than such seven (7) days it may be granted by the mutual consent of the employee and the Company. ~~The Company reserves the right to limit the number of employees who can be off on a specific day. The Company may, but cannot be required to, grant a single day increment on a workday preceding or following another VPAD(s) or holiday.~~

The Company may fill any vacancy created by a single day vacation by upgrading. The employee will not be eligible for overtime during the twenty-four (24) hour period of his VPAD .

**Section 7.**

If an employee is on a temporary assignment, carrying a higher basic rate than his regular rate he will receive the higher rate during such scheduled VPAD hours provided he is on the temporary assignment for thirty (30) consecutive calendar days immediately prior to his PAD..

**Section 8.**

A complete first quarter schedule for each department will be posted before the VPAD selection period stated in Section 2. The balance of the year schedule will be posted before the selection period as stated in Section 2. The schedule itself shall remain subject to change, however, per all other relative provisions of this Agreement.

**Section 9.**

If an employee is unable to use all their VPADs in the current year, they may defer up to 80 hours of VPADs into the following year. The deferred VPADs must be used in the following year or they will be forfeited. Any VPADs, up to 80 hours not taken by the employee during a calendar year will automatically be added by the payroll system to a deferred VPAD account. Deferred VPADs will not be paid out upon separation or termination of employment.

**Section 10.**

Except as noted above, VPADs must be used during the calendar year for which they are earned, or they shall be forfeited.

**7) Long Term Disability eligibility (Company Proposal 5)**

**Revise Article XII Section 3**

**Section 3. Long-Term Disability.** The Company shall provide a long-term disability plan as part of its Flexible Benefits Plan, as described in section 2, ~~described in Appendix B.~~ A regular employee in the bargaining unit who is absent from work because of illness or injury for ~~twelve (12) months~~ six (6) months, as described in Section 1, Short-Term Disability, above, may apply for long-term disability benefits. Group health and group life benefits will be extended in accordance with the plans described in ~~Appendix B in section 2,~~ and pension disability benefits may be extended in accordance with the provisions of the Pension Plan described in Article XVIII, Section 1.

For the first twelve (12) months of long-term disability, the employee will retain the right to be reemployed during this period to his previous job if in the opinion of the Company physician the employee has recovered sufficiently to perform the duties of this job, or any other open bargaining unit job in accordance with Article XV, Incapacitated Employees.

If at the end of the first twelve (12) months of long-term disability the employee has not recovered sufficiently to be reinstated to his previous job, or to be placed in any other open bargaining unit job in accordance with Article XIII, Incapacitated Employees, his right to have his employment reinstated shall terminate.

#### 8) Wait Days Modify Article XII Section 2 (Company Proposal 17)

##### Modify wait days

**Section 2. Short-Term Disability.** A regular employee who is absent from work because of illness or injury (excluding any injury for which he receives Workers' Compensation from the Company under the laws of the Commonwealth of Pennsylvania and excluding any injury suffered by an employee while in the course of gainful employment for some employer other than the Company) shall be paid at his or her normal straight-time rate as provided by the following table of years of accumulated service and corresponding waiting days based on sick absences in the previous calendar payroll year and maximum number of working days allowable during the calendar payroll year:

In determining waiting days, the following shall apply:

WAITING DAYS BASED ON ABSENCES IN PREVIOUS PAYROLL YEAR								SICK DAYS PAYROLL YEAR	
OCCURRENCES →	6	5	4	3	2	1	0		
ACCUMULATEDS SERVICE ↓								FULL	HALF
6 Mos. - 1 Yr.	3 DAYS FOR ALL ABSENCES							10	10
1 Yr. - 2 Yrs.	5	5	4	3	2	2	0	20	20
2 Yrs. - 3 Yrs.	5	5	4	3	2	1	0	25	50
3 Yrs. - 4 Yrs.	5	5	4	3	2	1	0	30	60

4 Yrs. - 5 Yrs.	5	4	3	2	1	1	0	35	70
5 Yrs. - 6 Yrs.	5	4	3	2	1	1	0	50	100
6 Yrs. - 7 Yrs.	4	4	3	2	1	1	0	60	120
7 Yrs. - 8 Yrs.	4	4	3	1	1	1	0	70	140
8 Yrs. - 9 Yrs.	4	3	3	1	1	1	0	90	130
9 Yrs. - 10 Yrs.	3	3	2	1	1	1	0	100	130
10 Yrs. - 15 Yrs.	2	2	1	1	1	1	0	130	130
15 Yrs. - 20 Yrs.	2	2	1	1	1	1	0	145	115
20 Yrs. or More	2	1	1	1	1	1	0	160	100

9) Modify Article XII Section 2: **FML Time:** Run FML time concurrent with sick pay. (Company Proposal 18)

**Section 11.** Benefits will not be paid unless the employee adopts such remedial measures as may be commensurate with his or her condition and permits such reasonable examinations and inquiries by the Company's representative as in the judgment of the Company may be necessary to ascertain the employee's condition.

Add > Absences qualifying under both Sick Leave and Family and Medical Leave Act shall run concurrently, to the extent permissible by law.

#### 10) Examinations (Company Proposal 19)

**Article XII Section 11: In house examinations:** Provides the company the authority to require in house examinations by the company's physician.

#### Modify section 11

**Section 11.** Benefits will not be paid unless the employee adopts such remedial measures as may be commensurate with his or her condition and permits such reasonable examinations and inquiries by the Company's representative as in the judgment of the Company may be necessary to ascertain the employee's condition. Add > Additionally, the company may require

examination of the employee by its doctor to determine the status of the employee's inability to work.

**11) Safety Modify Article 16 (Company Proposal 21)**

**ARTICLE XVI**

**Safety**

**Section 1.** In the interest of safety, continuity of service, and efficient orderly operation, the Union agrees that its members will abide by the Company rules and regulations. Accordingly, it is understood by both the Union and Company that all rules and regulations now in effect or as adopted or changed in the future, shall be strictly enforced and observed at all times. However, no rule or regulation shall be adopted which is contrary to the law or to the terms of this Agreement, except at a legally enforceable order of an agency of the government.

**Section 2.** No employee shall be required to work alone on jobs which, by reason of their complexity and unusual hazard, are required by the Company safety rules to be worked only with a qualified helper. All employees are expected, required, and directed to observe, without fail, all Company safety rules and to attend safety meetings as scheduled.

**Section 3.** The Company and the Union agree to cooperate in maintaining safe work practices. In furtherance of this undertaking, it is agreed that the parties will comply with the rules set forth in the FirstEnergy Fossil Plant Accident Prevention Handbook Generation Personal Safety Manual, which may be amended by the company from time to time.\*

Any claim or alleged violation of the rules contained in the Accident Prevention Handbook by either the Company Generation Personal Safety Manual or an employee represented by the Union shall be subject to the grievance procedure (Article VIII) of this agreement.

\*This proposal is subject to the judicial review of the Breen arbitration award in FMCS Case No. 13-57262-1, currently in the federal district court in Case No. 2-14-CV-000560-CB. If the Breen award is vacated, the Company withdraws this proposal.

**12) Company Proposal 1 and 2 – Flexible Benefits and Medical Opt Out**

**Revise Article XVIII, Section 2 and 3; Delete Appendix B**

**Section 2. Flexible Benefit Plan and Other Benefits.** Effective on the first day of the first month after the date of ratification, the Company will maintain its Flexible Benefits Plan to provide for Medical and Prescription Drug coverage (if elected by the Union as set forth below), Dental Care, Vision Care (Basic and Supplemental), Group Life Insurance (Basic and Supplemental), Dependent Life Insurance, Accidental Death & Dismemberment Insurance, Flexible Spending



Accounts, Long-Term Disability and Long Term Care, which are outlined in the FirstEnergy Employee Compensation and Benefits Handbook ("Benefits Handbook"). The Company will also have in effect a Business Accident Travel Insurance, Adoption Assistance Program, Military Leave, a Catastrophic Assistance ("CARE") Program, and the FirstEnergy Severance Benefit Plan which are outlined in the Benefits Handbook. Except as otherwise specified in this Article, participation in the Flexible Benefits Plan and other benefit programs set forth in this paragraph will be in accordance with the specific terms and conditions of the applicable plan as stated in said Benefits Handbook, as amended by the Company from time to time. An employee electing to participate in any of the benefit plans set forth in the Benefits Handbook shall be required to contribute the same monthly contribution required by the Company of its non-bargaining unit employees unless otherwise set forth below, which includes 100% of the cost for the dental and supplemental vision plan. Employees will have the option annually to enroll or reenroll into various plan options subject to certain provisions contained herein. New employees will be able to participate in the Flexible Benefits Plan effective the first of the month following their date of employment.

Section 3. Group Health Insurance Plan. Effective January 1, 2010, through February 15, 2013 the Company shall provide as its base plan the PPO 500 80/20 plan and the Rx 100 prescription plan as set forth in Appendix B (the "Plan"). Effective January 1, 2010, through February 15, 2013, for the base plan, each employee will pay 15% of the cost of coverage for himself and 25% of the cost of coverage for their spouse and/or dependent children. An employee shall not be responsible for payment of the monthly spousal or tobacco premium required by the Plan.

a. Effective January 1, 2015 through December 31, 2016, the Company shall provide as its base medical plan ("Base Plan") the PPO 750/1500 and the Rx 100 prescription plan according to the following tables:

**Base PPO Plan**

	In-Network	Out-of-Network
Deductible	\$750/\$1,500	\$1,500/\$3000
Coinsurance	80% after deductible	60% after deductible
OOP Maximum	\$3,500/\$7,000	\$6,500/\$12,500
Office Visit	Subject to deductible And coinsurance	Subject to deductible and coinsurance
ER Visit	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
Hospital Admission	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Preventive Care	100% No Deductible	Not covered
Lifetime Maximum	None	

**Rx Base Prescription Plan**

Retail	\$100 individual/\$200 family max. deductible 70% coinsurance; \$5/\$15/\$30 min. <sup>1</sup> , \$100 max. 30-day supply with one refill Generic Drug Rule Applies
Mail Order	Generic - 80% coinsurance; \$12.50 min Preferred (Formulary) - 75% coinsurance; \$37.50 min Brand Name - 75% coinsurance; \$75 min \$200 max. 90-day supply with three refills Generic Drug Rule Applies
Other Provisions	Mandatory Mail Order after one refill.
Out of Pocket Maximum	\$3,000 individual/\$6,000 family annually maximum combined retail and mail. Out of network - No limit

<sup>1</sup> Generic, Preferred (Formulary), Brand Name

Note: While the Base Plan is currently in compliance with the Affordable Care Act; the Company retains the right to make changes to the plans which may be required to ensure compliance in 2015 and 2016 after notification to the Business Manager.

b. Effective January 1, 2017 through December 31, 2017, the Company will provide employees who are members of the Union with the Enhanced High Deductible Health Plan ("EHDHP") instead of its Base Plan, the provisions of which are described below:

**2017 Enhanced High Deductible Health Plan\***

	<b>In-Network</b>	<b>Out-of-Network</b>
Deductible	\$1,250/\$2,500	\$2,500/\$5,000
Coinsurance	80% after deductible	60% after deductible
OOP Maximum	\$4,500/\$9,000	\$8,500/\$17,000
Office Visit	Subject to deductible And coinsurance	Subject to deductible and coinsurance
ER Visit	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
Hospital	Subject to deductible and	Subject to deductible

	<b>In-Network</b>	<b>Out-of-Network</b>
<b>Admission</b>	<b>coinsurance</b>	<b>and coinsurance</b>
<b>Preventive Care</b>	<b>100% No Deductible</b>	<b>Not covered</b>
<b>Prescriptions</b>	Subject to deductible and coinsurance  Mandatory Mail Order after one refill.  Generic Drug Rule Applies	Subject to deductible and coinsurance  Mandatory Mail Order after one refill.  Generic Drug Rule Applies
<b>Lifetime Maximum</b>	None	

\* The deductibles and out-of-pocket maximums of the EHDHP are designed to qualify the plan as an eligible high deductible health plan for purposes of offering a Health Savings Account. The IRS determines these guidelines which may index over time. For 2014, the minimum deductible is \$1,250 single/\$2,500 family; the maximum out-of-pocket maximum is \$6,250 single/\$12,500 family. The Company shall continue to index the deductibles and out-of-pocket maximums in the EDHDP based on IRS guidelines to ensure the plan meets the requirements of a qualified HDHP for offering a Health Savings Account.

Note: While the EHDHP is currently in compliance with the Affordable Care Act; the Company retains the right to make changes to the plans which may be required to ensure compliance in 2017 after notification to the Business Manager.

c. The remaining options under the Medical Plan applicable to eligible employees shall be established by the Company and on the same terms and conditions as are applicable from time to time for certain FirstEnergy bargaining and all non-bargaining unit employees.

ADD::Effective January 1, 2015 through December 31, 2016 each regular full-time employee will pay a maximum of 15% of the cost of appropriate level of coverage for him/herself (employee only) and 25% of the cost of coverage providing the appropriate level of coverage for their spouse, employee plus children or family.

Effective January 1, 2017 through December 31, 2017 each regular full-time employee will pay a maximum of 20% of the cost of appropriate level of coverage for him/herself (employee only) and 30% of the cost of coverage providing the appropriate level of coverage for their spouse, employee plus children or family.

It is also agreed that if the Union elects coverage under the applicable Company plan, as outlined above in Subsection a. and b., and a regular full-time employee enrolls in another medical plan offered by the Company, and the cost of coverage in that plan exceeds the cost of coverage under the applicable Company Plan, then the additional cost will also be paid by the employee. With the exception of the applicable Company, as outlined above in Subsection a. and b., this does not



preclude the company from changing the provisions or discontinuing the offering of any medical plan, at any time during the term of this Agreement.

It is also agreed that if a regular employee enrolls in another health care plan offered by the Company, and the cost of coverage in that plan exceeds the cost of coverage in the Medical and Prescription Drug plan as outlined in Appendix B (the "Plan"), then the additional cost will also be paid by the employee per the terms of the Flexible Benefits Plan. This does not preclude the Company from changing the provisions or discontinuing the offering of any health care plan other than the Plan at any time during the term of this Agreement.

Effective February 16, 2008 through February 15, 2013, the Company's contribution for medical and prescription drug coverage under its Plan, for an employee who retires on or after February 16, 2008 shall be based on such retiree's age and service at the time of retirement, the eligibility of the retiree and his eligible family members for Medicare and the cost of the Health Care Coverage according to the following tables:

Effective February 16, 2008 to February 15, 2013

NO RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE				
Minimum Points (Age + Service)	Single	Retiree And Child(ren)	Retiree And Spouse	Family
85	C-EC-M	C-EC-1M	C-EC-2M	C-EC-2M
75	.75C-EC-M	.75C-EC-1M	.75C-EC-2M	.75C-EC-2M
65	.50C-EC-M	.50C-EC-1M	.50C-EC-2M	.50C-EC-2M

AT LEAST ONE RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE						
Minimum Points (Age + Service)	Single Medicare Eligible	Retiree — and Child(ren) + Med. Elig.	Retiree — and Spouse + Med. Elig.	Retiree — and Spouse 2 Med. Elig.	Family 1 Medicare Eligible	Family 2 Medicare Eligible
85	C-EC	C-EC	C-EC-1M	C-EC	C-EC-1M	C-EC
75	.75C-EC	.75C-EC	.75C-EC-1M	.75C-EC	.75C-EC-1M	.75C-EC
65	.50C-EC	.50C-EC	.50C-EC-1M	.50C-EC	.50C-EC-1M	.50C-EC

Where:

- M — Amount equivalent to the Medicare Part "B" premium
- C — Cost of coverage in Comprehensive Preferred Provider Plan
- EC — Employee contribution of health care premium

Effective February 16, 2008 through February 15, 2013, the Company's health coverage for an employee who retires during the term of this Agreement shall be in accordance with the terms and conditions of the health care plan in effect for a regular full-time represented employee. If the Union does not elect coverage under the Group Health Insurance Plan (as set forth below),

~~the Company will contribute and forward payment to the Union for each employee who retires from February 16, 2008 through February 15, 2013 (and is participating in the Union's plan) the lesser of an amount equal to the contribution it would normally make for each retiree in accordance with the table above, or the amount actually charged by the Union's provider. This contribution must be used by the Union to purchase medical and prescription drug coverage for the retiree.~~

### **Medical and Prescription Drug: Union Opt Out Plan**

The parties agree that in the event the Company becomes subject to a penalty under the Patient Protection and Affordable Care Act (PPACA), the Company will be able to offer to the employees represented by Local 272 a suitable plan that meets the requirements of the Act and therefore avoids any penalty to the Company.

The Union, on behalf of its entire membership, shall have the option to withdraw from or reenter the Company Plan on January 1, 2015 and every January 1 thereafter while this agreement is in effect. Otherwise the Union's employees must participate in the Company Plan. Except as noted in the paragraph above, in a year where the Union is permitted and has withdrawn from the Company Plan, employees will not have the option to participate in the Company Plan. Instead, Employees who desire medical and prescription drug coverage will have the option to participate in a stand-alone Union sponsored Health Care Plan ("the Union Plan") subject to the following provisions of this Agreement.

#### 1. Structure of the Opt Out Union Plan

- A. The Union will may only arrange for the a fully insured health care and prescription drug Plan solely to provide health care benefits and associated costs for Employees and Retirees who would otherwise be eligible to participate in the Company Plans.
- B. The Union shall direct provide the Company specific written instructions directing the Company where to send the Company's and Employee and Retiree contributions directly as outlined below. This authorization must include the name of the Insurer that the money will be sent to along with corresponding account information.

By its signature below, the Union authorizes the Company to send all contributions for the Plan to the following:

Name of Insurer: \_\_\_\_\_ Highmark  
 Account Information: \_\_\_\_\_ BNY Mellon Bank  
 \_\_\_\_\_ ABA #043000261  
 Account Name: \_\_\_\_\_ Highmark, Inc.  
 Account Number: \_\_\_\_\_ 129 1882

#### 2. Company Responsibilities

- A. The Company will provide the rates and contribution levels for the Company Plan portion of the Flexible Benefits Plan by July 1 of the preceding year.
- B. The Company will contribute and forward payment as set forth in I.B. above, to the Insurer for each employee an amount equal to the contribution it would normally make

for each employee represented by the Union under the Company's Plans, provided the employee is enrolled in a comparable health care plan.

- C. Company and Employee contributions for ~~the~~ fully insured medical and prescription drug ~~Union~~ Plans will be forwarded on the first Friday of each month to the Insurer, depending on ~~per~~ the written direction instructions provided by the Union in I.B. above.
- D. The Company will adjust its Company contributions to reflect changes in coverage status, provided that the Company has received satisfactory documentation of the reason for the coverage status change and the reason is a recognized qualifying event under the terms and conditions of the Company's Flexible Benefits Plan.
- E. The Company will collect Employee contributions through payroll/pension withholdings for Employees and Retirees where applicable. To the extent practicable, the Company will collect Employee premiums on a pre-tax basis and forward as outlined herein in the Collective Bargaining Agreement.
- F. The Company will provide the Sponsor/Administrator with sufficient information regarding Employees, Retirees and new hires so that the Sponsor/Administrator can contact those individuals regarding enrollment. The Union will ensure that the annual open enrollment is conducted and the exchange of data between the Company and the Sponsor/Administrator and/or Insurer is in a mutually agreed upon and acceptable format.
- G. ~~The Company will inform the Union of the amount of Company health care rates and contributions for the next year's plans by July 1 of the current plan year.~~

### 3. Union Plan Responsibilities

The Union shall be the Sponsor of the Union Plan. The Union, or its designated Plan Administrator, is solely responsible for administering all aspects of the Union Plan, including without limitation, enrollment, customer service, claims processing, administering an effective dispute resolution and appeals process for Plan participants, confirming the payment of medical and prescription drug claims through their identified carrier, maintaining and updating participant information, record keeping, COBRA administration, and all IRS Department of Labor and other government filings and reporting including Form 5500's, where applicable.

A. The Union must use contributions made by the Company, and Employees and Retirees solely to provide health care benefits and associated costs to Company participants in the Union Plan.

B. The Union shall have its Broker or its Insurer bill the Company on a monthly (or other agreed upon basis) for the Company contributions. Such billing will set total monthly health care premium, setting forth in reasonable detail the number of covered Employees, Retirees, and associated levels of coverage and Company contributions

owed in an acceptable Excel spreadsheet format as specified by the Company. The Company will have the right upon reasonable notice to audit records for purposes of determining compliance with this provision Agreement.

C. The Union shall will ensure that it or its designated Plan Sponsor/Administrator distributes open enrollment documents for new hires.

D. The Union will ensure that the annual open enrollment is conducted and the exchange of data between the Company and the Plan Administrator and/or Insurer is in an acceptable format, as specified by the Company.

E. For every year in which the Union is opted out of the Company's Plan, by September 1<sup>st</sup> prior to a new plan year, the Union will provide the Company a summary of the health plans being sponsored by the Union including:

- Plan name(s)
- Summary of plan benefits. The union must verify that the plan(s) are fully insured plan(s).
- Total monthly premium cost of the plan(s), by each coverage tier
- Employee contributions for the plan(s), by each coverage tier (Total premium minus Company contribution)
- Notify Company as to which carrier to remit payment

F. After the Sponsor/Administrator Union or its designated Plan Administrator conducts its enrollment, the Company requires Union will provide the Company the following enrollment information in an Excel spreadsheet acceptable format, as determined by the Company, by November 15<sup>th</sup>, prior to a new plan year.

- Employee name (first and last in separate columns)
- Employee date of birth
- Employee SSN (no dashes and leading zeros)
- SAP number
- Dependent name(s)
- Dependent SSNs (no dashes and leading zeros)
- Plan elected, using the Alpha Group applicable plan codes
- Tier elected, using the Alpha Group applicable plan group codes

1. ~~If this documentation is not provided, the employees will remain in the Company provided plan.~~

#### 4. Employee/Retiree Responsibilities

A. ~~The Union acknowledges that its active and retired members are responsible for timely remitting (through payroll, pension deductions or billing as applicable) all premiums owed for coverage provided by the Pplan.~~



- B. The Union acknowledges that its active and retired members are responsible for reviewing the Plan's coverage eligibility rules and for enrolling in and maintaining coverage for which they and their dependents are eligible.
- C. The Union acknowledges that because the Company will still be providing non-medical employee benefits outside the Plan, Employees and Retirees participants are responsible for notifying the Human Resource Service Center (HRSC) at the Company, within 31 days of any qualifying events, changes in dependent coverage eligibility, address changes or other information changes or updates.

### **Opt-Back**

Notice must be given to the Company by August 1<sup>st</sup> ("notice date") prior to the year the withdrawal, continued withdrawal, or reentry is to be effective. If the Union does not provide timely notice of its desire to withdraw (or remain withdrawn) from the Company Plan, then the Union's status will remain unchanged. The Union, on behalf of all Employees and Retirees, will have the option to withdraw from or reenter the Group Health Insurance portion of the Flexible Benefits Plan every year the Collective Bargaining Agreement is in effect provided it gives notice of its intent to do so by the preceding August 1<sup>st</sup>.

~~The Union on behalf of its entire membership shall have the option to withdraw from or reenter the Group Health Insurance Plan portion of the Flexible Benefits Plan every year while this Agreement is in effect, provided it gives notice of its intent to do so by the preceding August 1st. If the Union elects to withdraw from the Group Health Insurance Plan portion of the Flexible Benefits Plan, it shall be solely responsible for providing health care coverage to its members and their families. The Union may not withdraw from the Group Health Insurance Plan portion of the Flexible Benefits Plan until January 1 of each plan year. The Union cannot withdraw or reenter the Group Health Insurance Plan midway through any plan year. The Company will contribute and forward payment to the Union's health care provider for each employee an amount equal to the contribution it would normally make for each employee represented by the Union under the Plan. This contribution must be used by the Union to purchase health care for its membership. The Union must provide documentation regarding the reason for any coverage status change that occurs after the notice date. The Company will adjust its contribution only if the coverage status change is a recognized qualifying event under the terms of the Flexible Benefits Plan. Employees must notify the Union and the Company of the occurrence of a qualifying event and complete the appropriate form within thirty one (31) days of the event.~~

~~The Company commits to meet with the Union a minimum of once a year to discuss the Plan, at the Union's request.~~

**13) Retiree Health (Company Proposal 3)****Modify Article XVIII Section 3****Remove: Deleted language below:**

~~Effective February 16, 2008 through February 15, 2013, the Company's contribution for medical and prescription drug coverage under its Plan, for an employee who retires on or after February 16, 2008 shall be based on such retiree's age and service at the time of retirement, the eligibility of the retiree and his eligible family members for Medicare and the cost of the Health Care Coverage according to the following tables:~~

~~Effective February 16, 2008 to February 15, 2013~~

NO RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE				
Minimum Points (Age + Service)	Single	Retiree And Child(ren)	Retiree And Spouse	Family
85	C-EC-M	C-EC-1M	C-EC-2M	C-EC-2M
75	.75C-EC-M	.75C-EC-1M	.75C-EC-2M	.75C-EC-2M
65	.50C-EC-M	.50C-EC-1M	.50C-EC-2M	.50C-EC-2M

AT LEAST ONE RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE						
Minimum Points (Age + Service)	Single Medicare Eligible	Retiree—and Child(ren) 1 Med. Elig.	Retiree—and Spouse 1 Med. Elig.	Retiree—and Spouse 2 Med. Elig.	Family 1 Medicare Eligible	Family 2 Medicare Eligible
85	C-EC	C-EC	C-EC-1M	C-EC	C-EC-1M	C-EC
75	.75C-EC	.75C-EC	.75C-EC-1M	.75C-EC	.75C-EC-1M	.75C-EC
65	.50C-EC	.50C-EC	.50C-EC-1M	.50C-EC	.50C-EC-1M	.50C-EC

**Where:**

- ~~— M = Amount equivalent to the Medicare Part "B" premium~~
- ~~— C = Cost of coverage in Comprehensive Preferred Provider Plan~~
- ~~— EC = Employee contribution of health care premium~~



~~Effective February 16, 2008 through February 15, 2013, the Company's health coverage for an employee who retires during the term of this Agreement shall be in accordance with the terms and conditions of the health care plan in effect for a regular full-time represented employee. If the Union does not elect coverage under the Group Health Insurance Plan (as set forth below), the Company will contribute and forward payment to the Union for each employee who retires from February 16, 2008 through February 15, 2013 (and is participating in the Union's plan) the lesser of an amount equal to the contribution it would normally make for each retiree in accordance with the table above, or the amount actually charged by the Union's provider. This contribution must be used by the Union to purchase medical and prescription drug coverage for the retiree.~~

Replace with the following:

1. Effective February 16, 2014 and continuing through December 31, 2014, any employee who retires shall be eligible to receive the Company's health care coverage in accordance with the terms and conditions of the Medical and Prescription Drug Plan in effect for a regular full-time represented employee, provided the Union has not opted out of the Company's plans. If the Union has opted out of the Company's Plan then the retiree may seek coverage under the Union's plan.
2. Effective February 16, 2014 and continuing through December 31, 2014, the Company's contribution for Medical and Prescription Drug coverage for an employee who retires on or after February 16, 2014 shall be based on such retiree's age and service at the time of retirement, the eligibility of the retiree and his eligible family members for Medicare and the cost of the Medical and Prescription Drug Coverage according to the following tables:

~~Effective February 16, 2014 Through December 31, 2014 Medical Plan~~

NO RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE				
Minimum Points (Age + Service)	Company Contribution (\$) by Coverage			
	Single	Retiree & Child(ren)	Retiree & Spouse	Family
85	C - EC - 1M	C - EC - 1M	C - EC - 2M	C - EC - 2M
75	.75C - EC - 1M	.75C - EC - 1M	.75C - EC - 2M	.75C - EC - 2M
65	.50C - EC - 1M	.50C - EC - 1M	.50C - EC - 2M	.50C - EC - 2M

AT LEAST ONE RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE

Minimum Points (Age + Svc.)	Single Medicare Eligible	Retiree and Child(ren) 1 Medicare	Retiree and Spouse 1 Medicare	Retiree and Spouse 2 Medicare	Family 1 Medicare	Family 2 Medicare
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85	C - EC	C - EC	C-EC-1M	C-EC	C-EC-1M	C - EC
75	.75C - EC	.75C - EC	.75C-EC-1M	.75C-EC	.75C-EC-1M	.75C - EC
65	.50C - EC	.50C - EC	.50C-EC-1M	.50C-EC	.50C-EC-1M	.50C - EC

Where:

C = Cost of coverage in Base Plan

EC = Employee contribution for Base Plan

M = Amount equivalent to the Medicare Part "B" premium for the prior year

#### Prescription Drug Plan

COMPANY CONTRIBUTION (\$) BY COVERAGE				
Minimum Points (Age + Service)	Company Contribution (\$) by Coverage			
	Single	Retiree & Child(ren)	Retiree & Spouse	Family
85	C - EC	C - EC	C - EC	C - EC
75	.75C - EC	.75C - EC	.75C - EC	.75C - EC
65	.50C - EC	.50C - EC	.50C - EC	.50C - EC

Where:

C = Cost of coverage in Base Prescription Plan

EC = Employee contribution for Base Prescription Plan

- The provisions set forth in Paragraph 1 and 2 of this *Article and Section* shall expire, with no extension, on December 31, 2014, and thereafter, there shall be no obligation on behalf of the Company to provide access to health care or prescription drug coverage, or to provide any subsidy for the same.

**14) Pension Cash - Balance Pension Plan for New Hires (Company Proposal 4)**

**Modify Article XVIII Section 2**

**Section 1. Pensions.** It is agreed that the Company's retirement plan known as "FirstEnergy Corp. Pension Plan," (hereinafter the "Pension Plan") shall be applicable to employees covered by this Agreement who were hired prior to January 1, 2005. It is further agreed that such Pension Plan shall not, prior to ~~January 1, 2011~~ February 15, 2017, be subject to termination, or to any amendment which would change benefits applicable at the time of such amendment to any employee in the bargaining unit, except that the continuance of the Pension Plan as so amended is contingent upon the continued allowability in full to the Company as deductions for Corporation Federal Income Tax purposes of the costs of the Pension Plan and the continued tax-exempt status of the income of the Trust Fund and such Pension Plan shall, within the limitations set forth above, be subject to any changes necessary or desirable to make such costs of the Pension Plan eligible for tax deduction or to make the income of the Trust Fund exempt from taxation or to bring the Pension Plan into conformity or compliance with applicable governmental regulations; nor shall the Pension Plan as so amended be subject to demand for change or addition-to or negotiation by the Union until sixty (60) days preceding ~~January 1, 2011~~ February 15 2017.

Any employee hired on or after January 1, 2005 shall be eligible to participate in the FirstEnergy Corp., Pension Plan as applicable to employees hired on or after January 1, 2005, provided they meet the eligibility requirements set forth in the plan. As it pertains to an employee hired on or after January 1, 2005, the FirstEnergy Corp. Pension Plan shall remain in effect and unchanged until December 31, 2010.

ADD:

Employees who are hired or rehired on or after January 1, 2015 will not participate in the Pension Plan, but rather will participate in the FirstEnergy Cash Balance Pension Plan.

**15) Illness Verification (Company Proposal 20)**

Amend Appendix D Requirements for Dr's note

**II. Illness Verification**

## II. Illness Verification

Throughout any payroll year an employee, upon reaching his ~~fifth (5th)~~ third (3rd) occurrence of whole day absence or when incurring ~~seventy-two (72)~~ twenty four (24) or more hours of absence due to non-industrial illness or injury (excluding hours relating to an inpatient hospital stay), will be required to present sufficient evidence of his inability to work for the remainder of such payroll year.

### 16) Safety Shoes and Glasses (Company Proposal 15)

Modify Appendix E to Provide Annual Safety Allowance

Delete ~~SAFETY SHOES~~

~~The Company will reimburse employees in accordance with the Safety Shoe Program for safety shoes purchased equal to 30% of the purchase price, but in no case shall such amount exceed \$30.00 per pair.~~

### ~~PRESCRIPTION SAFETY GLASSES~~

Retain: It is understood that in the event of the abuse of any of the above provisions by an employee, all such programs shall be withdrawn as to that employee.

Replace with the following:

It is agreed that in the first bi-weekly paycheck following February 15 of each year, the Company will provide an annual safety allowance of \$120.00 to each employee. This allowance must be used by employees for the purchase of personal protective equipment such as safety shoes and prescription safety glasses.

It is understood that in the event of the abuse of any of the above provisions by an employee, all such programs shall be withdrawn as to that employee

**17) Random Testing (Company Proposal 11)**

Modify Appendix K to add Random Alcohol Testing

**Appendix K**

**Random Drug and Alcohol Testing**

A. Commencing upon the effective date of the Agreement, all bargaining unit employees will be subject to random drug and alcohol testing without notice, utilizing the procedures and protocols currently in place under Department of Transportation (DOT) regulations.

B. Any bargaining unit employee testing positive on any drug or alcohol test, (at or above the thresholds established for a positive drug or alcohol screen from time to time by the Department of Transportation), will be immediately suspended without pay pending further investigation. If positive test results are confirmed, the employee will be presented a Last Chance Agreement (LCA). Commencing upon the signing of the LCA, the employee has thirty (30) days in which to submit to and pass a return to work physical and drug and alcohol screen. In order to successfully pass the return to work drug and alcohol screen, the employee must test below the afore-mentioned D.O.T. testing thresholds.

The first ten (10) working days of this period will be considered a suspension, without pay. Following the suspension, the employee, if unable to immediately return to work, is eligible for sick pay during the remaining period of time if reasonable evidence is presented that the employee is enrolled in an Approved Rehabilitation Program. An Approved Rehabilitation Program is defined as any rehabilitation program for which reimbursement is available under the Company's health care plan. With respect to the thirty-day period specified above, the Company will consider expanding the period and the employee's eligibility for sick pay during that period on a case-by-case basis when circumstances beyond the control of the employee make it equitable for the Company to do so.

C. A refusal to sign the LCA under subsection B, above, will be considered cause for discharge under Article VI, Section 2, of the collective bargaining agreement and the Union will not grieve such discharge unless there is an issue with respect to the testing protocol.

D. An employee who signs the LCA will be subject to the following requirements:

1. The cost of any Approved Rehabilitation Program will be paid in accordance with the Company's health insurance plans.
2. A failure to pass the return to work drug and alcohol screen, as defined in paragraph B, will be considered good and sufficient reason for discharge under Article VI of

the collective bargaining agreement. The Union will not grieve any such discharge unless there is an issue with respect to the testing protocol.

3. Upon successful completion of the return-to-work physical, including ~~the a drug and alcohol~~ screen, the employee will be returned to his or her prior job, with no loss of seniority.
4. Upon return to active employment, the employee will be subject to discretionary follow-up drug and alcohol testing for a period of two (2) years, or longer, if mandated by a substance abuse professional in accordance with Department of Transportation regulations, (as well as random drug and alcohol testing in the same manner as any other employee), commencing with the date of his or her actual return to work. Such an employee may be subjected to drug and alcohol testing at any time, without notice, at the discretion of the Company.
5. A failure to meet any of the conditions of the LCA, including following the recommendations of the Substance Abuse Professional or any subsequent drug or alcohol test on which the employee tests positive will be considered good and sufficient cause for discharge. The Union will not grieve any such discharge unless there is an issue with respect to the testing protocol.
6. Upon the expiration of the two (2) year period specified in paragraph 4 above, the employee will be subject to random drug and alcohol testing in the same manner as any other bargaining unit employee.
7. Upon the expiration of the two (2) year period specified in paragraph 4 above, the employee's disciplinary record will not be expunged and the suspension may be used in the consideration of appropriate discipline for other violations of Company policy.

E. An employee who voluntarily comes forward and seeks rehabilitation will not be required to sign a LCA, but instead will be dealt with in accordance with the Drug and Alcohol Policy. It will not be considered coming forward voluntarily when an employee comes forward after being selected for a random drug or alcohol-test or any other Company-administered drug or alcohol test. In those cases, the employee may still come forward but will be subject to signing a LCA in order to retain his or her job.

#### **18) Resource Sharing (Company Proposal 6)**

Add Memorandum of Agreement to the Collective Bargaining Agreement

Resource Sharing



~~A. For the term of this MOA, e~~Employees at the Bruce Mansfield Plant may travel from their normal stations or place of employment to Sammis or Beaver Valley, as the workload requires. When the Company deems it necessary to assign employees to resource share, it will first seek volunteers qualified for such assignments. If sufficient volunteers are not obtained, necessary qualified employees may be assigned by the Company in inverse order of Location Seniority Job Classification Seniority.

When employees are sent to Beaver Valley, the Company shall pay to each employee so reporting, a transportation allowance paid in accordance with the IRS guidelines for one daily round trip. When employees are sent to Sammis, the Company shall pay to each employee so reporting, a transportation allowance paid in accordance with the IRS Guidelines for a daily round trip and a daily per diem for meals and incidental expenses as set forth in the GSA CONUS tables.

B. When employees volunteer to travel from their normal stations or place of employment to ~~Mitchell, Ashtabula, Lake Shore, Eastlake, Harrison, Perry, Bay Shore, or Davis Besse or Hatfield's Ferry,~~ the Company shall pay to each employee so reporting, a transportation allowance paid in accordance with the IRS Guidelines for one round trip per week and a daily per diem for lodging, meals and incidental expenses as set forth in the GSA CONUS tables.

C. When a temporary reporting place is established, the employee will be required to travel to such temporary reporting place on his or her own time. The foregoing daily per diem allowances are in lieu of any meals or lodging. Such amounts shall be paid through the regular paycheck.

D. All mileage will be actual miles traveled to the temporary assigned reporting place except as otherwise noted.

E. Employees will not be required to work at other FEGCO or FENOC plants as replacement workers in a labor dispute.

## 19) Work Locations (Company Proposal 7)

### Eliminate MOA Work Locations

#### Eliminate MOA (work locations)

#### MEMORANDUM OF AGREEMENT

It is agreed that the interpretation of Article VI, Section 4, shall be guided, as applicable, and that area job vacancies during the term of this Agreement shall be filled in the following manner:

An employee in the classification in which a vacancy occurs will be allowed, once per year, by bid to fill the vacancy on the basis of his or her job seniority. A maximum of two (2) lateral moves on any vacancy will be allowed per classification. As an exception to this, if work locations other than those listed below are established, jobs therein shall be open to all

employees on the basis of their job seniority and any move caused by the new work location will not be counted as above.

1. Work locations for purposes of this Memorandum shall be:

SECTION	WORK LOCATION
Electrical	1. <u>Inside</u> 2. <u>Outside</u>
Instrument & Test	1. <u>Lime &amp; Sludge</u> 2. <u>SO<sub>2</sub></u> 3. <u>Boiler</u>
Lime & Sludge Handling	1. <u>Rotating Shift</u> 2. <u>Relief Shift</u>
Mechanical Maintenance	1. <u>Boiler</u> 2. <u>Turbine</u> 3. <u>SO<sub>2</sub></u> 4. <u>Lime &amp; Sludge</u> 5. <u>Shift</u>
Operations	1. <u>Rotating Shift</u> 2. <u>Relief Shift</u>
Storeroom	1. <u>Inside</u> 2. <u>Outside</u>

Yard

3. — Shift

1. — Operations

2. — Maintenance

3. — Lime, Relief & Equipment

Work locations are established for the Plant Helper  
job classification in the following areas:

1. — Inside

2. — Outside

**20) Term of Agreement – Modify Article XIX to reflect the term of the agreement.**

**21) Safety Handbook Proposal to Replace Safety Manual**

**(Originally Presented to I.B.E.W. Local 272 May 23, 2014)**

The Company hereby proposes to substitute the attached Generation Personal Safety Manual (GEN-SAF-0001 R01) for the Fossil Plant Accident Prevention Handbook.

This proposal is made in good faith and in recognition of the longstanding and ongoing bargaining relationship between the Union and the Company.

Note: By this proposal the Company does not admit to any violation of the National Labor Relations Act. The attached proposal should also not be interpreted to mean that the Company agrees with or accepts the Opinion and Award of Arbitrator David Breen dated April 9, 2014. As you know, on May 1, 2014, the Company asked the federal court to vacate the Award, and that court action will proceed."

Attached below is Generation Personal Safety Manual

# **GENERATION PERSONAL SAFETY MANUAL**

FirstEnergy Generation



*No Job is Routine*

**GEN-SAF-0001 R01**

**MAKING SAFETY PERSONAL**

**Effective: 00/00/0000**

GEN-SAF-0001

REV. 01

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**100 GENERAL**

**101 INTRODUCTION**

**101.1** Purpose of the Generation Personal Safety Manual (GPSM) is to provide consistent safe work practices for all personnel within the FirstEnergy Generation.

**101.2** For your protection and to ensure safe working habits, it is necessary to familiarize yourself with all safety procedures and practices applicable to your own work. Careless behavior, horseplay or disregard for safe work practices by all employees is not acceptable and will not be tolerated.

**102 RESPONSIBILITIES**

**102.1** FirstEnergy Generation is committed to providing an accident free work environment. It is the responsibility of every person employed at FirstEnergy Corp. to always be safety conscious in the interest of ourselves, our families, our fellow employees, and the general public. Consequences of not adhering to our Core Life Saving Rules may result in serious injury or death. As such, careless behavior or disregard for these rules is not acceptable.

While all of our Generation Personal Safety Manual requirements were established to prevent injuries, the items listed here are so

**Responsibilities**

**1**

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significant that any violation warrants immediate review and appropriate action.

- **Clearance/Tagging Program:** The Clearance Program is the foundation of our FirstEnergy Generation safety program. Adherence to this program is mandatory to protect workers from all hazardous energy sources.
- **Confined Space Entry:** All confined spaces must be evaluated for hazards and classified before entry for work or rescue activities.
- **Electrical Safety:** Wear personal protective equipment (PPE) and utilize electrical safety work practices when working on or near exposed electrical equipment/parts.
- **Fall Protection:** Utilize fall protection where there is a risk of a fall as described in the Generation Personal Safety Manual (GPSM) section 1701.1.
- **Rigging/ Lifting:** Personnel shall not walk or work under a suspended load.

**Responsibilities**

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**102.2 FirstEnergy Generation Corp. SAFETY PRINCIPLES:**

- All injuries and occupational illnesses are preventable
- Safety comes before production
- Employee involvement is essential
- Leaders demonstrate commitment to safety
- All incidents and at-risk situations will be reported
- Working safely is a condition of employment
- Safety is everyone's responsibility – we will intervene or stop the job if we see others in harm's way
- Organizational learning and a questioning attitude are embraced

**102.3 Key Points of our Commitment:**

- **Employee Responsibility —**  
Employees are primarily responsible for their own safety. Each employee shall become thoroughly familiar with and observe all the practices set forth in the Generation Personal Safety Manual and perform duties in a manner that will ensure at all times maximum safety to oneself, fellow employees, and the public.

**Responsibilities**

**3**



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- **Supervisory Responsibility** — It is the responsibility of all supervisors or persons-in-charge to see that all work done by themselves or under their direction is performed in compliance with the practices contained in this Generation Personal Safety Manual. All supervisors or person(s)-in-charge shall not tolerate work methods which violate, wholly or in part, any established safe work practices. The supervisor must ensure that the work assignments are given to employees who are able and qualified to perform them safely and that thorough job briefings are conducted.

- 102.4 This is a living document and shall be used in making business decisions.
- 102.5 Injury and Incident Investigations are performed by the Supervisor to determine the cause and identify corrective actions to eliminate injuries. Supervisors are expected to tend to the employee's well-being, then immediately start the investigation process.
- 102.6 Successful safety programs have direct line management involvement on a continuous basis. All personnel are expected to plan safety into their work activities.

**Responsibilities**

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**103 SCOPE**

Safe work practices in this manual are intended to complement FE Generation's Safety and Health programs. If a conflict arises between the Generation Personal Safety Manual and plant procedures, then the plant procedure shall take precedence and the issues should be documented in the facility's Corrective Action process for resolution.

**103.1 Safeguarding the Public**

- Every effort must be made to protect the public at all times when exposed to conditions involving Company employees or property.
- Any employee who discovers any condition or situation involving the Company, which might result in personal injury or property damage, shall mitigate the hazard (if possible) and must report it immediately to their supervisor.

**104 SAFETY PRACTICE DEVIATION**

- The Supervisor, in concurrence with the Generation Safety Representative, may alter specific safety requirements after all options (tools, personnel and processes) have been evaluated.
- All exemptions shall be documented in the Work in Progress Log (WIP), Pre-job

**Responsibilities**

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brief form, or Job Safety Analysis form in accordance with the facility's program.

- Safety Practice Deviation for Rigging and Lifting will be in accordance with the facility's Lifting, Rigging and Load Handling program.
- Designated Personal Protective Equipment (PPE) exempt "Safe Walkways" as approved by the Director, Site Operations or the Safety Representatives are for transient use in specific designated areas of the plant and only when no work activities are occurring in close proximity to the walkways.
- Contract companies may use their own Safety Programs (including safety training) in lieu of FE Generation's safety programs after the Site or Fleet Safety Representative evaluates and approves the submitted information. The Site or Fleet Safety Representatives may approve entire safety programs, or specific portions of submitted programs.

**105 REVIEW AND APPROVAL OF SAFETY MANUAL**

- Each FE GENERATION site has provided comments on the Generation Personal Safety Manual through their respective Site Safety Representatives.

**Responsibilities**

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These comments will be reviewed, approved, and, if found to be appropriate, incorporated. Any comments not incorporated will be returned to the commenter with justification for not being incorporated. The final version of the Generation Personal Safety Manual will be reviewed and approved by the Safety & Human Performance Program Director.

**105.1 Safe Work Practices Principle**

- Whenever practical, eliminate hazards by changing the work process or by substituting a less hazardous component.
- When it is impractical to eliminate the hazard, safeguard it using the practices outlined in this manual.
- If no specific practices are identified for safeguarding the hazard, use the work planning process to evaluate the hazard and to specify appropriate precautions.
- Never rely on PPE alone to prevent an injury. PPE is used as a back-up to established safeguards only as the last line of defense against injury.

**Responsibilities**

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**200 ASBESTOS**

- 200.1 Prior to performing any work on known or Potential Asbestos Containing Material (PACM), the Work Supervisor shall notify the Safety Representatives or station Asbestos coordinator to determine personal sampling requirements, PPE requirements, or other applicable provisions.
- 200.2 Personnel who supervise or perform work associated with Asbestos Containing Materials shall be trained prior to performing work. This training shall be provided prior to the initial assignment and at least annually thereafter.
- 200.3 Materials that could potentially contain asbestos include:
- Valve gaskets and packing
  - Some floor tiles and mastics
  - Some of the cooling tower fill, drift eliminators and basin sludge
  - Some brake shoes and clutches
  - Some pipe insulation
  - Nu-klad 114 coating on some floor and walls throughout various plant buildings (Perry only)
  - Fire Proof file cabinets
  - Roofing materials
  - Galbestos siding
  - Transite siding and piping

**Asbestos**

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200.4 If the material is suspected to contain asbestos or contains asbestos, then appropriate safety precautions shall be provided to the employees performing the work as provided in accordance with the facility's Asbestos Management Program. FENOC NOBP-LP-3005

**Asbestos**

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**300 BARRICADES, BARRIERS AND SIGNS**

**300.1** It is the responsibility of every employee to obey safety barriers & postings and be familiar with the color codes used in marking physical hazards. Signs and barricades are primarily used to alert you to a hazard and prohibit entry into hazardous areas or areas where caution may be needed. Signs are also used to convey instructional and directional information.

**301 BARRIER/BARRICADE POSTING  
(FGPR-SAF-0038)**

**301.1** When posting an area with barrier rope or tape, the barrier shall be no closer to the hazard than six feet, unless this is physically impossible or creates an additional hazard.

**301.2** Any personnel required to enter an area protected by a barricade rope or railing, shall know the hazard for which the barricade is intended.

**301.3** Do not tie ropes/tape to sensing lines, small diameter pipe, valves or valve actuators as this may make its related system inoperable.

**301.4** When barricading an area, always provide designated entry/exit points. Never step over or duck under barricades.

***Barricades, Barriers and Signs***

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- 301.5 Signs/Tags shall be posted to briefly identify the hazard present. In addition, the name of the responsible work organization, with a phone number, shall be printed on the sign to aid personnel in acquiring information if access to the posted area is necessary. When barricades/barriers are established, informational signs shall be posted.
- 301.6 Safety color coding relates to signs, barrier tape, rope, or equivalent. Rope or Tape (if needed) shall comply with the following color coding: Danger Signs (red rope or red barrier tape), Caution Signs (yellow/black rope or yellow/black barrier tape) and Notice Signs (blue or white rope or blue or white barrier tape).
- 301.7 RED - DANGER signs shall be used in major hazard situations, where an immediate threat of death or serious injury exists. Danger barriers shall not be crossed by unauthorized employees. Employees needing to gain access to red barricaded areas shall get authorization from the barrier originator or the Safety Specialist, or designee. Red also identifies fire protection equipment.

**Barricades, Barriers and Signs**

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- 301.8 YELLOW/BLACK - CAUTION signs shall be used in minor hazard situations where a non-immediate or potential hazard or unsafe practice presents a lesser threat for employee injury. Caution signs and caution barriers indicate a possible hazard against which proper precaution shall be taken. Employees need to know the purpose of the sign or barrier prior to accessing a caution identified area.
- 301.9 BLUE - NOTICE signs convey general safety rules, information, security of property and lay down areas.
- 301.10 Signs, cones and/or other approved barriers shall be used to define hazardous work areas.
- 301.11 Work areas involving overhead work shall be properly guarded via one of the following:
- Barrier tape and signs, and a safety watch if the travel path cannot be rerouted to warn employees in area of the overhead hazards.
  - Re-routing of travel paths and barrier such as netting and barrier tape and signs to warn employees in area of overhead hazards.

**Barricades, Barriers and Signs**

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- Installation of a protective barrier such as netting and barrier tape and signs to warn employees in area of overhead hazards.
- Additional methods approved by Supervisor with concurrence of the Generation Safety Representatives.

**301.12 When working overhead or above grating with small parts or tools:**

- Cover the grating with a rubber mat or other cover in addition to placing hand tools and small parts in bucket.
- Small tools shall be controlled using lanyards or tool-pouches when there is a danger of the tools falling to areas below the work location.
- When working in an elevated area, make sure the areas below are blocked off with caution or danger signs and the appropriate tape.

**Barricades, Barriers and Signs**

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**400 FLOOR OR GROUND OPENINGS**

- 400.1 When any kind of floor or ground opening occurs in any working surface, the area immediately below the opening shall be barricaded while work is in progress. Additionally, the opening shall also be guarded to eliminate the possibility of any worker (or material) from falling into the opening. Guarding of floor or ground openings may be accomplished by one of the following:
- Installation of floor hole covers of standard strength and construction that is secured against incidental displacement.
  - Installation of a standard railing with standard toeboards on all exposed sides.
- 400.2 Ensure all removable handrails are properly secured.
- 400.3 All floor openings shall be closed, stairs and railings replaced at times when there is no work being performed or after the completion of the job.
- 400.4 Floor plates, slabs or grating, stairs, handrails or guardrails shall not be removed without providing personnel protection.
- 400.5 All removable handrails should be striped black on yellow.

**Floor or Ground Openings**

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- 400.6 Ensure all removable handrails are properly secured.
- 400.7 When a personnel travel path is below openings, install screen material from floor to handrail.

**Floor or Ground Openings**

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**500 BULK MATERIAL – COAL/LIME**

**501 General**

- 501.1 Smoking shall be prohibited in all posted areas, all coal handling buildings, and enclosed work areas of coal handling operations.
- 501.2 Electrical equipment and portable lighting used in potentially hazardous atmospheres shall be rated for the area they will be used.
- 501.3 Deep cuts shall not be made in coal storage piles to prevent overturning or burial of equipment.
- 501.4 Hose(s) used to vacuum coal dust shall be electrically grounded.
- 501.5 Spark-producing tools used in pulverized/ dusty coal handling areas require a Hot Work Permit.

**502 Railroad Cars**

- 502.1 Locomotive operators shall be advised anytime employees are inside a railroad car.
- 502.2 When work is required to be conducted on rail or under a railcar, employees must set up a controlled work area through the means of installing a blue flag / derailer configuration (or similar application) and the use of the Clearance Procedure to establish clearance boundaries.

**Bulk Material – Coal/Lime**

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- 502.3 A signal to warn employees shall be given before moving railroad cars.
- 502.4 Only qualified employees shall be permitted to ride on the locomotives.
- 502.5 Before a locomotive or cars are moved into or out of a building, the area shall be clear.
- 502.6 Only qualified employees shall be allowed in the vicinity of a working rotary railroad car dumper.
- 502.7 The car dumper operator shall determine that all employees are in the clear before dumper operations.
- 502.8 Locomotive brakes shall be checked for proper operation each shift and before any railroad cars are moved.
- 502.9 An approved tool shall be used to open or close hopper bottom car doors.
- 502.10 Employees shall not step or walk between moving coupled railroad cars.
- 503 **Conveyors**
- 503.1 A warning, such as bell, whistle, horn, or voice, shall be given before starting conveyors.

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- 503.2 A conveyor that could cause injury when started may not be started until personnel in the area are alerted by a signal or by a designated person that the conveyor is about to start.
- 503.3 Stepping on or working from, repairing or removing material from a conveyor belt shall not be permitted unless a clearance is issued for the work.
- 503.4 Repairs to conveyors or removal of material must be done only after the equipment is stopped and tagged out.
- 503.5 Crawling or walking under any unguarded operating conveyor with clearance less than 7 feet shall not be permitted unless the conveyor is properly guarded.
- 503.6 Screw conveyors, flight conveyors, or bucket elevators shall not be operated with guards or covers removed except for observation by repair employees. In this instance, all personnel must stand clear of equipment.
- 503.7 Belt conveying equipment shall not be lubricated while running unless guards are provided to prevent physical contact with any moving part or parts of the conveyor or the point of lubrication is a minimum distance of 12 inches from any possible pinch point.

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503.8 Clean-up work shall not be permitted around, on, or under any running belt conveyor if it is possible for any part of the body or any tool being used to contact any moving part of the conveyor.

**504 Hoppers/Bunkers/Silos**

504.1 Mills, crushers, and conveyors shall have a Clearance and be red tagged before performing interior work on adjacent chutes or hoppers.

504.2 No employee shall be permitted to enter any coal-receiving hopper, bunker, or silo without first obtaining a clearance, red tag and follow the procedures for entering a confined space.

504.3 Non-sparking tools shall be used to lance dry coal.

504.4 All ignition sources shall be kept away from bunker areas when water is used to extinguish a coal bunker fire.

**505 Towboat/Tugboat and Barge Operation**

505.1 Employees must wear life jackets (zipped or tied properly) at all times while on barges or tugboats.

505.2 Coast Guard rules must be followed at all times.

**Bulk Material – Coal/Lime**

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- 505.3 Hatches on barge decks should be considered dangerous, and must not be stepped on.
- 505.4 Deck hands must be extremely careful to maintain secure footing at all times. Running is prohibited.
- 505.5 When landing barges to cells or other barges, employees must be aware of hand and feet placement in order to avoid getting caught between barge and cell.
- 505.6 Caution must be used when working on barge gunwales that are covered with coal, ice, snow, or other debris.
- 505.7 Routine inspections of all lines and cables must be performed.
- 505.8 Throw rings, rescue rope, and flotation devices must be maintained in good working order and checked prior to work for availability.
- 505.9 Employees must walk on the inshore side of the barge whenever possible.
- 505.10 Employees must keep feet from getting in loops of lines.
- 505.11 Frayed lines must be removed from service.
- 505.12 A lifeboat must be kept on the towboat/tugboat at all times.

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**506 Barge Unloading Operation**

- 506.1 Employees must be properly trained and authorized to operate barge unloader.
- 506.2 The Barge Unloader Operator must be notified before anyone goes onto the cantilever section.
- 506.3 Deck hands must stay out from under the unloader when unloading coal.
- 506.4 Employees must never place themselves within the angle formed by ropes or cables under tension.
- 506.5 Employees must stay on the outboard side of the barge when connected to a shuttle barge.
- 506.6 Employees must keep their hands and feet clear of the mechanical eye.
- 506.7 Stow hooks must be used during maintenance operations on the barge unloader unless the unloader is resting on the barge.
- 506.8 An approved flotation device shall be readily available when working on or near water.
- 506.9 Employees shall be familiar with location and use of safety and first aid equipment, e.g., fire extinguishers, stretchers, life ring, etc.
- 506.10 Employees shall be alert for sudden barge movement.

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- 506.11 Employees shall never place themselves in a position where they may be pinned between the barge haul cable and adjoining structures.
- 506.12 Employees shall maintain a safe distance from the barge haul cable during tensioning.
- 506.13 Work areas shall be free of slipping or tripping hazards.
- 506.14 Footwear with rough, nonskid treads shall be worn during wet, snowy, or freezing weather conditions.
- 506.15 Each employee shall have a light with him/her at all times during dusk-to-dawn work assignments.
- 506.16 No employee shall walk or work under an "in-service" clamshell, crane boom, or bucket unloader.
- 506.17 Dock area barges shall be moved at a speed sufficient to maintain maneuverability.
- 506.18 Striking cells with force must be avoided when positioning a barge. The barge shall be inspected immediately, if this happens.
- 506.19 Barge haul cables shall not be moved while the barge is being tied off.
- 506.20 Approved lighting shall be placed at the head and stern of moored barges on the outboard sides.

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**507 Mooring Cells**

- 507.1 Three-point contact shall be maintained when ascending or descending a mooring cell ladder.
- 507.2 A cell ladder shall be used by only one person at a time.
- 507.3 Cell ladders shall not be used under icy rung conditions unless safety climbing equipment is provided, e.g., harness/lanyard and climbing device.

**508 Cables, Chains, and Ropes**

- 508.1 Cables and chains shall not be subjected to unnecessary strain, such as sudden stops of moving barges.
- 508.2 Damaged, worn, or unsafe rope, chain, and cable shall be reported to the Boat Captain.
- 508.3 Hands and feet shall be kept clear of a running rope.

**509 Mobile Coal Moving Equipment**

- 509.1 Machines shall not be operated near the edge of an unstable coal pile.
- 509.2 The bucket or blade shall always be lowered to the ground before dismounting from the machine.

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- 509.3 Machine direction shall not be reversed without first observing the area in which the machine is to travel.
- 509.4 Equipment shall not be operated near a high wall of coal or other loose materials if there is any possibility that the cab area would be affected by a material slide.
- 510 **Lime Handling**
  - 510.1 Personnel working in areas where lime is being processed or used in the open must protect themselves by wearing tight-fitting safety glasses with side shields or goggles as required, and approved respirator (if dust is present).
  - 510.2 Goggles and respirator shall be readily available or worn in all lime handling areas.
  - 510.3 Appropriate Personal Protective Equipment shall be worn when working directly with lime products.

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**CARBON MONOXIDE**

- 600.1 Carbon monoxide is a colorless, odorless, and tasteless gas and is one of the most common industrial hazards. This poisonous gas is produced by the incomplete burning of any material containing carbon, such as gasoline, natural gas, oil, propane, coal or wood. Possible exposure sources of carbon monoxide include combustion engine exhaust, welding, coal bunkers, crushers, feeders and the boilers.
- 600.2 Symptoms of carbon monoxide poisoning include flushed face, dizziness or weakness. Severe poisoning can result in brain or heart damage and death.
- 600.3 The OSHA Permissible Exposure Limit for carbon monoxide is 50 parts per million (PPM). FirstEnergy Generation limit is 35 parts per million (PPM).

**Carbon Monoxide**

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**700 CHEMICAL CONTROL**

- 700.1 Prior to handling a chemical, ensure that a (M)SDS for the specific chemical is on file and available and has been reviewed.
- 700.2 Follow the instructions and precautions of the specific (M)SDS and wear the appropriate personal protective equipment (PPE) when handling chemicals.
- 700.3 Handle, use, and store chemicals in accordance with site procedures.
- 700.4 Chemical storage areas shall be properly marked and kept clean. All chemicals shall be stored in appropriate, safe, properly labeled containers (i.e., secondary transfer containers).
- 700.5 Prior to handling a chemical, know where the closest emergency eyewash/shower is located.
- 700.6 Employees shall not eat, drink, or use tobacco products around chemicals or chemical storage areas.
- 701 **Hazard Communication Program**
- 701.1 All sites are required to follow the FirstEnergy Corporate Hazard Communication Program.

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- 701.2 The FirstEnergy Hazard Communication Program applies to all Company workplaces in which employees may be exposed to hazardous chemicals under normal working conditions or during foreseeable emergency situations.
- 701.3 All containers shall be labeled according to the facility's Chemical Control Program and each site's procedures. FENOC NOP-OP-3001.
- 702 **Chemical Labeling**
- 702.1 Chemical containers will normally have the original manufacturer's label unless the chemical has been transferred to another approved container.
- 702.2 Labels will be attached to the transfer container. These labels contain the National Fire Protection Association (NFPA) information. This information may be in the diamond format or in block style with the hazard number entered into applicable blocks.
- NOTE:** When using a chemical, be careful not to deface the label on the container and be sure to follow the label's instructions:

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**HAZARD**

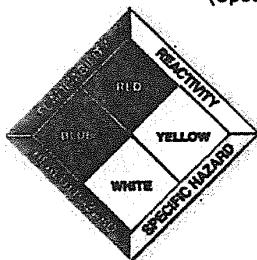
0 = MINIMAL  
1 = SLIGHT  
2 = MODERATE  
3 = SERIOUS  
4 = SEVERE

HEALTH..... BLUE

FLAMMABILITY.... RED

REACTIVITY.....YELLOW

OTHER.....WHITE  
(Specific Hazard)



**703 Chemical Laboratory**

- 703.1 Laboratory utensils shall not be used for drinking or food preparation.
- 703.2 When opening an oven door, employees shall not stand directly in front of the oven.
- 703.3 Tongs or insulated gloves shall be used when handling hot equipment.
- 703.4 A ventilating hood or equivalent shall be used to remove harmful gases, fumes, or vapors.

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- 703.5 Chemical goggles shall be worn when working with chemicals.
- 704 **Chemical Cleaning - Major Equipment/Operating Systems**
  - 704.1 Areas where chemical cleaning is in progress shall be controlled with barriers and postings to restrict access by unauthorized employees during cleaning. Review the work activity and the (M)SDS for the chemical being used.
  - 704.2 If during the chemical cleaning process combustible materials may be used or generated, the area shall be posted with warning signs restricting entry and prohibiting smoking, welding or introducing any other possible ignition sources into the area.
  - 704.3 Only those employees necessary to perform chemical cleaning shall be permitted in the restricted area.
  - 704.4 There shall be water readily accessible for emergency use by personnel performing chemical cleaning.
  - 704.5 Employees in restricted areas shall wear chemical coveralls, goggles, face shield, and protective clothing, including gloves and boots.

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**800 COATING APPLICATIONS**

**801 Spray Coatings Application**

- 801.1 In instances where spray coatings are or may be applied, the following should be taken into consideration for the protection of employees:
- 801.2 Review the work activity and (M)SDS with a Generation Safety Representative and obtain respiratory protection if required.
- 801.3 Consider utilizing a temporary plastic enclosure for utilizing explosion-proof air movers connected to flex hoses to vent the vapors to outside atmosphere.
- 801.4 If tents are not or cannot be used, use barriers around the area to limit access of those who are not involved in the work activity.
- 801.5 Raise site awareness through effective communications prior to the spraying activities.
- 801.6 Provide air monitoring of constituents/contaminants as required by Site Safety.
- 801.7 Ensure all possible ventilation is in service and louvers (if available) are open prior to beginning painting activities.
- 801.8 No smoking, welding, burning or any other potential ignition source is permitted in the vicinity during spray painting.

**Coating Applications**

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**900 COLD STRESS**

**900.1** Cold stress (hypothermia) can affect workers who are not protected against cold. When the body is unable to warm itself, serious cold-related illnesses and injuries may occur, which may lead to permanent tissue damage and even death. Under cold conditions, blood vessels in skin, arms, and legs constrict, decreasing blood flow to extremities. This minimizes cooling of the blood and keeps critical internal organs warm. At very low temperatures, however, reducing blood flow to the extremities can result in lower skin temperature and higher risk of frostbite.

**901 Wind-Chill**

**901.1** Wind-chill involves the combined effect of air temperature and air movement. The higher the wind speed and the lower the temperature in the work environment, the greater the insulation value of the protective clothing required.

**902 Exposure To Cold**

**902.1** Exposure to cold causes two major health problems: hypothermia and frostbite.

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**902.2 Hypothermia**

- When the body can no longer maintain core temperature by constricting blood vessels, it shivers to increase heat production. In addition, acute exertion in cold can constrict blood vessels in the heart. This is particularly important for older workers or workers with coronary disease, who may have an increased risk of heart attack.
- **Signs & Symptoms:** Shivering, blue lips and fingers, confusion, disorientation, etc.
- **First Aid:** Stop further cooling of the body and provide heat to begin re-warming. Remove wet clothing and wrap casualty in warm covers, re-warm neck, chest, abdomen, and groin- but not extremities- and call for medical help or transport casualty carefully to nearest medical facility.

**902.3 Frostbite**

- Frostbite is a common injury caused by exposure to severe cold or by contact with extremely cold objects. Frostbite occurs more readily from touching cold metal objects than from exposure to cold air because heat is rapidly transferred from skin to metal. The body parts most

**Cold Stress**

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commonly affected by frostbite are face, ears, fingers, and toes.

- **Signs & Symptoms:** Sharp, prickling sensation to extremity, skin looks waxy and feels numb. In severe cases blistering may result.
- **First Aid:** Warm frostbitten areas gradually with body heat, do not rub, and get medical attention.

**902.4 Clothing**

- Select protective clothing to suit the cold, the job, and the level of physical activity. Wear several layers of clothing rather than one thick layer. Air captured between layers acts as an insulator. If conditions are wet as well as cold, ensure that the outer clothing worn is waterproof or at least water-repellent. Wind-resistant fabrics may also be required under some conditions. Hats and hoods should be worn to prevent heat loss from the head and to protect ears.

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**1000 COMPRESSED GAS**

**1001 General Safe Work Practices**

- 1001.1 Secure all cylinders when in use, transport, and storage. All cylinders shall be secured in an upright position with a fastening mechanism, 3/8" rope (minimum), 1/8" chain (minimum), scaffold wire or ratchet straps. The securing mechanism shall be on the top 1/2 of the cylinder. Several cylinders can be tied together. Certain cylinders are exempt from this requirement (e.g. medical oxygen).
- 1001.2 Small compressed calibration cylinders shall be secured and stored in accordance with the manufacturer's instructions.
- 1001.3 Cylinder valves shall be closed and pressure bled from the regulators and hoses when work is finished or set aside until the following day.
- 1001.4 Cylinder valves shall be capped at all times except when the cylinder is in use, unless a cylinder is not designed for a cap. NOTE: OSHA considers a cylinder tank in storage when it is reasonably anticipated that the gas will not be drawn from the cylinder within 24 hours (overnight hours included).

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- 1001.5 If a cylinder leak cannot be stopped by simply tightening the valve or packing nut, move the cylinder outdoors to a well-ventilated area and contact the supplier.
- 1001.6 If cylinders do not have fixed hand wheels, they shall have keys, handles, or non-adjustable wrenches on the valve stems while they are in use. In multiple cylinder installations, one key or handle is required for each manifold.
- 1001.7 Hammers or wrenches shall not be used on valve hand wheels. If wheels are hard to open or close, or are frozen, the cylinder shall be tagged out of service and the supplier shall be contacted.
- 1001.8 When work is finished or when cylinders are empty, close and cap cylinder valves before moving them.
- 1001.9 When empty, cylinders shall be marked empty and returned to designated areas. Unmarked or partially used cylinders shall be considered full.
- 1001.10 Never tamper with the safety relief device or regulating valve of a cylinder..
- 1001.11 Store cylinders behind a fire-resistant shielding or far enough away from welding, cutting, and other spark-producing operations so sparks and slag will not reach them.

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- 1001.12 Do not place cylinders where they may become part of an electrical circuit. Keep them away from piping systems and other equipment that may be used for grounding electrical circuits.
- 1001.13 All fuel gas cylinders shall be stored, used, and transported in an upright position.
- 1001.14 Do not take oxygen, acetylene, or other fuel gas cylinders into confined spaces.
- Hoses entering confined spaces shall be disconnected from the source when unattended.
- 1001.15 Never use oil or grease as a lubricant on valves or attachments to oxygen cylinders/regulators.
- 1001.16 Regulators, pressure gauges, valves, hoses and other apparatus shall be used only with gases for which they are intended.
- 1001.17 When working with air and gas regulators:
- Make sure the regulator/gauges are rated for the pressure to be used.
  - Make sure the fittings are rated for the pressure to be used.
  - Relieve all pressure on regulator seals when not in use.

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- Open cylinder valves ¼ turn on flammable gas cylinders. For personnel safety, stand away from regulators and gauges when opening cylinder valves, maintaining acetylene gas pressure below 15 psig.
  - Protect hoses from damage during hot work operations.
- 1001.18 When placing compressed gases in service, adjust the regulator to minimum pressure and open cylinder valve slowly.
- 1002 TRANSPORTING AND MOVING CYLINDERS**
- 1002.1 Do not hoist cylinders without using a cylinder truck, pallet, or similar device. Rig to the device holding the cylinder and not to the cylinder itself.
- 1002.2 Do not use valve protection caps for lifting cylinders.
- 1002.3 When moving cylinders by hand, ensure cap is on, tilt and roll them on their bottom edge. When moving cylinders by hand, use extreme care.
- 1002.4 During transport, ensure cylinders are secured in an upright position.
- 1002.5 When moving cylinders long distances or up and down stairs or ramps; a hand truck, fork truck, or similar device shall be used.

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- 1002.6 When transported by powered vehicles, cylinders shall be secured and capped.
- 1002.7 Regulators shall be removed and caps replaced when moving cylinders, unless the cylinder is firmly secured on a special carrier intended for that purpose.
- 1002.8 Cylinders shall not be carried on an employee's shoulder.
- 1002.9 Transporting cylinders (dewars) in elevators requires that the cylinders be moved with no personnel other than the transporter in the elevator until the dewar has reached its intended elevation.
- 1003 **STORAGE**
  - 1003.1 Oxygen cylinders (both full and empty) shall be separated from fuel gas cylinders (i.e., acetylene) or combustible materials a minimum of 20 feet or by a non-combustible barrier at least five feet high having a fire-resistant rating of at least one-half hour.
  - 1003.2 Mark and separate empty cylinders from full cylinders. Ensure valves on empty cylinders are closed and capped.
  - 1003.3 Store cylinders in well protected, well ventilated, dry locations. Do not expose cylinders to continuous dampness, salt or other corrosive chemicals or fumes.

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- 1003.4 Prolonged exposure to a damp environment shall be avoided. It is preferable to store cylinders on paved surfaces that have been graded to prevent accumulation of water. Cylinders shall be protected from possible falling hazards from above.
- 1003.5 Do not store oxygen and fuel gas cylinders in unventilated enclosures, such as lockers, unless they are specifically designed for that purpose.
- 1003.6 Do not store cylinders near elevators, stairs, or gangways.
- 1003.7 Cylinders shall be protected from hazards attributed by vehicular/pedestrian traffic.
- 1003.8 Post the names of the stored cylinders in cylinder storage areas. Store cylinders grouped by types of gases, taking into account the hazards of the gases.
- 1003.9 Stored cylinders shall not obstruct exit routes or other areas normally used or intended for the safe exit of personnel.

**Compressed Gas**

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**1004 HYDROGEN**

- 1004.1 Prior to work in or near hydrogen gas storage areas, combustion gas air monitoring is required. (NOTE: Cylinder change outs are excluded from this requirement.)
- 1004.2 There shall be no ignition sources or hot work near turbine, generator, seal oil system, or any associated part of the hydrogen gas system. The hydrogen gas system shall be properly purged and testing shall be completed to assure no flammable gas is present. Near means within 35'.
- 1004.3 Work in or near hydrogen gas storage areas (skids) requires the use of non-sparking tools.
- 1004.4 Work on or near hydrogen systems require outer garments made out of 100% cotton, wool or flame-retardant materials.
- 1004.5 Fans and work lights may introduce ignition sources and should be explosion-proof when required.

**Compressed Gas**

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**1100 CONFINED SPACE**

**1100.1** A Confined Space is defined to have all of the following:

- large enough and so configured that an employee can bodily enter and perform assigned work,
- has limited or restricted means for entry or exit, and
- is not designed for continuous employee occupancy.

**1100.2** Some examples of confined spaces include tanks, boilers, pulverizers, silos, storage bins, hoppers, pipes, vaults, pits and diked areas.

**1100.3** No employee or contract worker will enter a confined space without following the FirstEnergy Generation Confined Space Entry Program. FENOC NOP-LP-3005

**1100.4** A documented pre-entry evaluation shall be completed by the Entry Supervisor/Entry Lead for all confined spaces.

**1100.5** The space shall be maintained in a safe condition throughout the duration of entry.

**1100.6** No confined space shall be closed until a verification is made to confirm the space is vacant.

**Confined Space**

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1200 **CRANE OPERATIONS & RIGGING  
PRACTICES**

- 1200.1 Refer to the applicable Rigging, Lifting, and Load Handling program.  
FENOC-NOP-WM-5003  
FOSSIL FGP-MNT-0022.
- 1200.2 Specific qualifications are required for Lifting and Rigging.
- 1200.3 Barricades shall be established to prevent personnel, from entering the area, that are not involved with the lift. Personnel SHALL NOT walk/work under Suspended Loads.
- 1200.4 Suspended Loads SHALL NOT be left unattended unless approved as specified in the program procedure specified in 1200.1.
- 1200.5 Always verify load weight, rigging adequately rated for the load, and rigging is inspected prior to each use.
- 1200.6 Prior to performing Rigging, Lifting, or Load Handling activities, employees shall be aware of the definitions of a simple lift, increased risk lift, and the associated pre-lift documentation requirements.
- 1200.7 When utilizing cranes, perform a pre-operational inspection prior to each use or minimum of daily (approximately every 24 hours) during constant use.

*Crane Operation & Rigging Practices*

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1300 **CRYOGENIC LIQUIDS**

1301 **General Safe Work Practices**

**NOTE:** Cryogenics are typically maintained in specially insulated gas cylinders. The Work Practices for Compressed Gases should also be referenced in conjunction with these safety precautions. For freeze seal work, contact Generation Safety Representative for additional requirements.

1301.1 Cryogenics are liquids that have extremely low boiling points ( $< -51^{\circ}\text{C}$ ) and can cause instant severe frostbite. Direct contact with uninsulated cryogenic pipes or equipment can cause freeze burns and tissue damage. Direct fluid or vapor jet contact with the eyes will result in irreparable eye damage.

1301.2 Cryogenics have a very high expansion ratio when heated to room temperature (700:1). Never defeat over pressure protection or trap liquid or cold gas between valves and piping systems.

**NOTE:** Standard PPE (work gloves, hard hat and safety glasses) is used when transporting/handling cryogenic cylinders and sealed dewars.

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- 1301.3 Use cylinder carts that are specifically designed to move cryogenic bottles. Cryogenic cylinders are very heavy and if not properly handled can result in pinching or crushing injuries.
- 1301.4 Ensure that portable dewars are in good condition. Immediately discontinue using dewars that have ice or condensation build up or weep excessively.
- 1301.5 At cryogenic temperatures, many materials such as rubber, plastic and carbon steel become extremely brittle. Very little stress can result in catastrophic failure of these materials. Ensure that the piping and equipment used is adequate to withstand the pressures and temperatures to be encountered.
- 1301.6 When using cryogenic liquid (e.g. filling dewars with liquid nitrogen), all exposed skin shall be covered. Long sleeve shirts, lab coats, long pants without cuffs that extend down to the top of shoe or boot shall be worn. Wear loose-fitting cryogenic gloves and a cryogenic apron over clothing. Protect the eyes by wearing goggles or a full-face shield.

**Cryogenic Liquids**

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- 1301.7 For enclosed/hard piped freeze seal system, standard PPE shall be used as follows: safety glasses, leather work gloves, hardhat, and work shoes. NOTE: When potential exists during an unplanned discharge and connecting the system the following PPE shall be worn: Safety glasses with side shields or goggles and full face shield; long sleeve shirt, lab coat, long pants without cuffs that extend down to the top of shoe or boot, loose-fitting cryogenic gloves, cryogenic apron, and hardhats.
- 1301.8 Never tamper with the safety relief device or valve of a cylinder. Cryogenic cylinders routinely have two safety relief valves. It is normal for the lower set relief to vent occasionally, especially when transporting cylinders.
- 1301.9 Stationary cryogenic containers shall be separated from building structures and wall openings by at least one foot and at least ten feet from air intakes.
- 1302 Handling Precautions**
- 1302.1 See General Safe Work Practices (Bullet 6) for PPE requirements.
- 1302.2 Never attempt to mix cryogens as unexpected additional hazards may result.

**Cryogenic Liquids**

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- 1302.3 Asphyxiation can result when cryogenic liquids boil off in confined or poorly ventilated areas giving little or no warning signs. Ensure the area is well ventilated when handling cryogenic liquids.
- 1302.4 When using cryogenic liquids having a boiling point less than that of oxygen (i.e. liquid nitrogen) through un-insulated pipes, the air surrounding the pipes may condense. The liquid having a lower boiling point than oxygen will evaporate first. This can result in an oxygen-enriched condensate on the surface of the pipes causing increased flammability of materials or potentially explosive conditions.
- 1302.5 Remove metal jewelry from hands and wrists when working with cryogenic liquids. If exposed to cryogenic liquids, metal can freeze to the skin.
- 1302.6 Filling and dispensing of cryogenic liquids shall be conducted in areas with adequate ventilation.
- 1302.7 Never pour or openly transfer cryogenics without a full-face shield due to rapid boiling and bubbling of the liquid.
- 1302.8 Never dispose of cryogenic liquids in sink drains. Excess liquid should be evaporated at room temperature in well-ventilated areas or fume hoods.

**Cryogenic Liquids**

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**1303 Transport Precautions**

- 1303.1 Standard PPE (work gloves, hard hat and safety glasses) shall be worn when transporting/handling cryogenic cylinders and sealed dewars.
- 1303.2 When transporting cryogenic liquids in service elevators, all personnel shall refrain from using the elevator until the cylinder has reached the intended level and is removed from the elevator.
- 1303.3 Always ensure the pressure-building valve is shut prior to moving a cryogenic cylinder.
- 1303.4 When transporting hand-carried, dewars no other objects shall be carried at the same time. Ensure the dewar cap is directed away from the face during transport.

**Cryogenic Liquids**

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**1400 DIVING OPERATIONS**

**1401 General Safe Work Practices**

- 1401.1** Prior to diving operations, a hazard assessment and/or JSA (Job Safety Analysis) and pre-job brief shall be completed. A line of communication to contact the control room and plant emergencies services shall be established.

**DIVING OPERATIONS**

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**1500 ELECTRICAL SAFETY**

**1500.1** Additional electrical safety guidance is provided in Facility-specific electrical safety programs. FENOC NOP-LP-3002

**1500.2** Qualified Person or Persons - A person that has been trained in and familiar with the safety work practices, safety procedures, and other safety requirements that pertain to their respective job assignments.

**1500.3** Safety Switches, Guards, and Tagging

All installed electrical equipment shall be considered energized until all of the following have been completed:

- A. It has been isolated from all sources of power and safety tagged in accordance with existing Clearance programs.
- B. It has been checked by a qualified individual utilizing a properly rated and operable sensing device to confirm that the equipment is isolated and de-energized.
- C. The equipment has been grounded when the potential for induced voltage is present.

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**1501 Protective Equipment**

1501.1 Personal Protective Equipment (PPE) or special clothing for electrical hazards includes such items as insulating gloves with glove protectors (as appropriate), insulating sleeves, safety eyeglasses/goggles, rated full face shield, hardhat, and proper clothing.

1501.2 ARC Flash protection equipment includes items such as flash coat (jacket/suit) with hood and face shield, insulating gloves, hearing protection and hardhat. (Refer to Site Electrical Arc Practices.)

1501.3 Electrical protective equipment provides an insulating barrier and may include such items as insulating blankets, matting covers, live line tools and insulated hand tools.

**1502 Barrier for Electrical Work Areas**

1502.1 Barrier rope, tape or equivalent shall be used to barricade electrical work areas, as applicable to prevent/limit employee access.

1502.2 Barricaded work areas should be kept as small as practicable to allow normal passage past work area, but shall maintain required clearance for work inside the barricaded area.

1502.3 The work area shall be barricaded during the entire job, including the time workers leave an energized/de-energized panel open and unattended.

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1502.4 Flash protection boundaries shall be posted per site Electrical Arc Practices.

**1503 Clothing**

1503.1 When working on exposed, energized equipment 50 volts or greater, flame resistant clothing or at a minimum 100% natural fiber shall be worn.

**1504 Insulating Gloves**

1504.1 Wear insulating gloves when working on exposed energized equipment of 50 volts or more, unless the wearing of the gloves would cause a greater hazard (i.e. working near rotating equipment).

Class	Maximum Use Voltage	
	AC volts	DC volts
00	500	750
0	1,000	1,500
1	7,500	11,250
2	17,000	25,500
3	26,500	30,000
4	36,000	54,000

1504.2 Insulating gloves shall be inspected, prior to use.

1504.3 Insulating gloves that have been used without protector gloves must not be used until they have been re-tested.

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**1505 Working near Energized Equipment**

- 1505.1 Provide guards around all live parts operating at more than 50 volts to ground without an insulating covering.
- 1505.2 Properly rated noisy testers are approved for use over 1000 volts.
- 1505.3 Test the meter/device on a known live source prior to and immediately after the voltage verification.
- 1505.4 Proceed with work after a zero-voltage condition is indicated, the testing device has been proven to be functioning properly and protective grounds have been applied if required.

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1505.5 Minimum Approach Distance (as referenced in the table below) is the closest distance a "qualified" employee is permitted to approach or bring a conductive object to an unguarded, energized conductor or equipment.

Nominal Voltage Range Phase to Phase	Minimum Approach Distance	
	Phase to Ground	Phase to Phase
	FirstEnergy Required	FirstEnergy Required
51 volts to 300 volts (single or 3 phase)	Avoid Contact	Avoid Contact
301 V – 750 V	1 foot / 0 inches	1 foot / 0 inches
751 V – 15 kV	2 feet / 1 inches	2 feet / 2 inches
15.1 kV – 36 kV	2 feet / 4 inches	2 feet / 7 inches
36.1 kV – 46 kV	2 feet / 7 inches	2 feet / 10 inches
46.1 Kv – 72.5 kv	3 feet / 0 inches	3 feet / 6 inches
72.6 kV – 121 kV	3 feet / 2 inches	4 feet / 3 inches
138 kV- 145 kV	3 feet / 7 inches	4 feet / 11 inches
161 kV – 169 kV	4 feet / 0 inches	5 feet / 8 inches

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Nominal Voltage Range Phase to Phase	Minimum Approach Distance	
	Phase to Ground	Phase to Phase
	FirstEnergy Required	FirstEnergy Required
230 kV – 242 kV	5 feet / 3 inches	7 feet / 6 inches
345 kV – 362 kV	8 feet / 6 inches	12 feet / 6 inches

**1506 Batteries**

- 1506.1 Do not smoke or create sparks, arcs, or flames in battery areas.
- 1506.2 Take extreme caution when carrying or using conductive materials around batteries. If a conductor inadvertently crosses battery contacts, a flash or explosion could occur.
- 1506.3 To prevent shocks, avoid physical contact with exposed conductors on batteries. Use insulated tools.
- 1506.4 Do not remove vent plugs from cells, unless specific maintenance work is being performed. Immediately reinstall vent plugs after work is completed.

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- 1506.5 Before performing battery-related tasks, check availability and location of eye-wash. Portable or permanent eyewash stations shall be available within 25 feet of work area (line of sight) when working with electrolyte.
- 1506.6 Verify that ventilation in the battery room is in service or other ventilation is present, especially during battery equalization charge and discharge.
- 1506.7 Prior to battery maintenance, it is important to "touch ground" to dissipate static charge.
- 1506.8 Precautions to prevent generating a static charge during battery cleaning (i.e. grounding, insulated tools, etc.)
- 1506.9 Only wood or other non-conductive scaffold is to be used around batteries.
- 1506.10 Wear Chemical goggles, full-face shield, acid-resistant gloves, and full-body apron to:
- Add/remove electrolytes
  - Move battery cells
  - Check specific gravity
  - Wash/clean batteries
  - Check temperature of battery cells
  - Minor dusting/wiping with a damp cloth

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1506.11 Wear eye protection to:

- Read cell battery voltage
- Adjust inter-cell connecting hardware

1506.12 If electrolyte comes into contact with skin and/or eyes, rinse with large amounts of water and obtain medical attention.

**1507 Transmission and Transformer Yard Safety**

1507.1 To perform work activities within the Transmission and Transformer yard areas, obtain permission from the Operations Supervisor prior to entry. Inform the Control Room when exiting the Transformer Yard.

1507.2 The minimum Personal Protective Equipment (PPE) required for entry into transmission and transformer yards is provided below:

- Hard hat
- Safety glasses
- Sturdy work shoes
- PPE as determined by site management

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**1507.3** The following controls shall be adhered to by all personnel when performing work activities within the Transmission and Transformer Yard areas:

- Vehicle access within the high voltage bus support structure areas shall be strictly controlled and limited to only those vehicles needed to conduct periodic checks or maintenance on equipment or structures. Vehicles over 10,000 lb. GVWR shall require a safety person to direct the vehicle.
- Operation of any lift device within 25 ft. of energized equipment or support structures shall require a safety person to direct the operation of the lift device.
- Personal vehicles shall not park inside the Transmission and Transformer Yard areas.

**1507.4** Contact Distance is the distance a "qualified" employee must maintain from an unguarded, energized object to prevent any inadvertent action from causing him / her to come in contact with the energized object as work is being performed.

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**1508 Grounds – Installation/Removal**

- 1508.1 Grounding activities shall be performed in accordance with the Clearance Procedure.
- 1508.2 A Ground will be applied when there is a hazard of induced voltage.

**1509 Exciter/Generator Brushes**

- 1509.1 The exciter/generator brushes shall not be changed with the generator energized if a ground condition exists.

**1510 Capacitors, Current Transformers (CT)**

- 1510.1 Capacitors shall be discharged prior to starting work. A determination of applicability shall be made by a Qualified Person.

**1511 Electrical Cords, Temporary Wiring and GFCI**

- 1511.1 Temporary wiring (including electrical cords and string lights) shall be installed:
  - In a manner that will not be hazardous to personnel or facilities.
  - Overhead or in such a manner to be protected from damage to safety related equipment, from cart wheels, tools, etc., according to site procedures.

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1511.2 Examine electrical cords and drop cords prior to each use for worn insulation and evidence of deterioration at plugs and connections.

1511.3 Insulated tools shall be used for work on known or potentially energized equipment. GFCI's shall be tested prior to use and used at the power source on all 120/240-volt A/C receptacle circuits when using portable electrical power tools in wet environments:

- Electrical equipment is used outside
- Used inside confined spaces
- On extension cords/flexible cords when used to supply power to portable electrical equipment that has the potential for getting damp or wet.

**NOTE:** GFCI's are not considered pigtail extension cords and will not work on small 120-volt inverter type welders.

**1512 Vehicular and Mechanical Equipment**

1512.1 When used in switchyards or operated below energized overhead power lines, vehicles/equipment shall have grounds installed by a qualified electrician.

1512.2 Vehicles outside of switchyards, that have booms capable of contacting overhead power lines, shall have grounds installed by a qualified electrician.

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**1600 EXCAVATION/TRENCHING**

- 1600.1 Excavations and Trenching Controls are governed by the facility-specific procedure. FENOC NOP-WM-4007, FirstEnergy Corp Excavation Safety Program
- 1601 **Backhoe / Front Loader / Skid Steer Operation**
  - 1601.1 Employees must be properly trained and authorized to operate backhoe / front loader / skid steer.
  - 1601.2 No riders are permitted except in the seats provided.
  - 1601.3 Backhoes / front loader / skid steers must be thoroughly inspected before operation. Discovery of defective parts which may affect the safe operation of the equipment must be tagged, reported to supervision, and, if deemed necessary, removed from service.
  - 1601.4 Employees must access the backhoe / front loader / skid steer by use of the footsteps, handholds provided, maintaining three points of contact with the equipment.
  - 1601.5 Employees must not begin operating a backhoe / front loader / skid steer without first checking for underground or overhead obstructions.

**Excavation/Trenching**

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- 1601.6 Employees are not permitted under backhoe buckets, or within the swing radius / area of the boom while in operation.
- 1601.7 An employee must be posted to assist the backhoe / front loader / skid steer operator when: the backhoe / front loader / skid steer is in a congested area, digging is not visible to the operator, uncovering utilities.
- 1601.8 All hydraulic equipment must be rested on the ground or properly blocked when the backhoe / skid steer is parked.
- 1601.9 Backhoe / front loader / skid steer shall not be used for snow plowing unless it is fitted with a spring loaded bucket or plow blade.

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1700 **FALL PREVENTION/FALL PROTECTION**

- 1700.1 It is expected that personnel refrain from stepping, standing or walking on plant equipment when performing work tasks. Temporary work platforms, ladders or other means shall be considered in lieu of standing on piping or equipment.
- 1700.2 No employee or contractor workers are permitted to walk on top of operating equipment such as (but not limited to): large fans, boiler structure and ductwork, or large AQC equipment where falling into the equipment creates an immediate risk to life or health of the employee or contractor workers. This rule applies when the unit is on line or any time shortly after the unit is removed from service.
- 1700.3 Fall Prevention is a device or set of devices to keep a person from falling. For example: While working on a roof, the worker ties off to a point that will prevent him/her from going over the edge of the roof, or through some other unprotected fall hazard.
- 1700.4 Primary means of fall prevention are Engineered Safety Features; such as handrails, guardrails, toe boards on scaffolding, etc. or a Fall Protection Plan.

*Fall Prevention/Fall Protection*

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- 1700.5 Do not run up and down steps or run in the Protected Area. Where provided, handrails shall be used when ascending or descending stairways.
- 1700.6 Guardrail systems shall be constructed in the following manner (where station equipment prohibits the installation of a mid rail, the equipment provides the mid rail function).
- Guardrail systems shall consist of a top rail, mid-rail and, when appropriate, a toe board.
  - Mid-rails are installed at a height approximately midway between the top rail and the platform surface.
  - Guardrail systems shall be sturdy and capable of withstanding a 200-pound force outward and downward.
  - Guardrail systems shall not have sharp cutting edges, burs, or points that might cause injury.
- 1700.7 Fall Protection is a device or set of devices that reduces the consequences of a fall to a person who has fallen such as a harness and lanyard.

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**1701 Requirements for Using Fall Protection**

**1701.1 Fall Protection is required when:**

- Employees are exposed to fall hazards of more than four feet or greater on fixed platforms without the benefit of handrails.
- Employees working above dangerous equipment or hazards such as sharp floor protrusions, caustic materials, energized electrical equipment, etc., unless guardrails or equipment guards are provided.
- Employees reaching more than ten inches (10") below the level of the walking/working surface on which they are working if a 4' or greater fall exists.
- It is required that personnel using/accessing scaffold ladders >20' utilize fall protection. A rest platform can be installed in place of the fall protection.

**1701.2 Personal fall arrest systems shall be utilized in the following manner:**

- Only body harnesses are considered to be part of a personal fall arrest system—body belts are not to be used for fall arrest purposes.

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- Personal fall arrest systems shall be rigged such that an employee cannot free fall more than four feet or contact a lower level/structure.
- A personal fall arrest system shall always be inspected prior to each use. If any damage, defect, or deterioration is discovered, the item must be immediately removed from service.
- The fall arrest system (i.e., harness, lanyard, etc.) that was used in a fall or had received an impact load, shall be immediately removed from service and inspected by a trained competent person prior to being placed back into service.
- The personal fall arrest system shall be attached to a suitable anchorage point.
- When using a lanyard for fall protection, utilize either a retractable lanyard or a lanyard with a shock absorber. The shock absorber shall be positioned closest to the body.
- It is required that personnel using/accessing scaffold ladders >20' utilize fall protection. A rest platform can be installed in place of the fall protection.

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- Personal fall arrest systems shall be rigged such that an employee can neither free fall more than 4 feet nor contact any lower level. Retractable lanyards are recommended for fall hazards <16'.
- A lanyard without shock absorbers may be used as a positioning device or may be used to restrict an employee to travel into the area of an exposed fall hazard.
- Company approved fall protection shall be used in articulating lifts (i.e. lifts which can move the basket/platform from side to side). Fall protection is not required in scissors lifts (i.e. platforms which rise vertically), unless the work activity involves over extending oneself over the handrails.
- Safety chains or swing gates shall be in place when working on a ladder platform.

**1701.3 Acceptable Anchorage Points**

- Qualified Person - One who by possession of a degree, certificate, or professional standing, or who by extensive knowledge, training, and experience has successfully demonstrated his/her ability to solve or resolve problems related to the subject matter, the work or the project.

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- All attachment points shall be capable of supporting 5,000-pound static load unless it is part of an engineered fall arrest system, then it must be rated for the load with a safety factor of 2. Typical anchorage points may include the following when verified with a qualified person.
  - Pipe Whip Restraints
  - Floor or Platform Member
  - Permanent Ladders\*\*
  - Monorails and Non-Energized Cranes (Main Members Only)
  - Conduit, 3" or Greater
  - Structural Steel Framing
  - Scaffolding (Prior to tying off to scaffold consult the manufacturer if it is approved and design to withstand fall forces.)
  - HVAC supports minimum 3" Angles

**\*\*Single Rail Ladders may not be used for anchorage points.**

- "Anchorage" means a secure point of attachment for lifelines, lanyards or deceleration devices, and which is independent of the means of supporting or suspending the employee.



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- Lanyards shall not be tied back onto themselves, unless specifically designed for that use. Example backbiter tie back lanyard.

**1701.4 Unacceptable Anchorage Points**

- Snubbers/Struts
- Tubing/Tubing Supports
- Equipment
- Valves and Actuators
- Spring Cans
- HVAC Ducts

**1701.5** Supervisor: Consult with Generation Safety Representative when unsure of what type of fall protection equipment is required.

**1701.6** Supervisor, in concurrence with a Generation Safety Representative: Shall make the final determination if equipment may be safely accessed without the use of ladders/scaffolding/fall protection.

**1701.7** Notify Radiation Protection personnel when working in Radiological controlled areas prior to leaving platforms, grating, or walkways or when accessing equipment outside of routine walkways/platforms to ensure all radiological guidelines (radiological surveys, postings, etc.) are met for work in radiological areas.

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**1800 FIRE PREVENTION**

- 1800.1 The need for sound fire prevention practices and programs for personal safety exists for the entire Owner-Controlled property. This section provides general information and policies on Fire Prevention.
- 1800.2 Fire prevention and personal safety is everyone's responsibility. Employees who find a fire shall notify the Control Room. Employees shall know the location of fire-fighting equipment in their work area. After Control Room notification, if the fire is small enough to be extinguished within their ability to extinguish and they are trained in the use of an extinguisher, then they shall attempt to extinguish the fire.
- 1800.3 Handle, use, and store flammable combustible liquids in accordance with National Fire Protection Association Standard 30 (NFPA-30). The use of safety cans is required when applicable per the code.
- 1800.4 Flammable liquids shall be stored in Company approved closed containers or tanks. All containers of flammable liquids shall be properly labeled to indicate their contents.

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- 1800.5 When transferring flammable liquids from one metal container to another, the containers shall be bonded together to prevent discharging sparks of static electricity. If a vehicle is involved, brakes must be set and the engine shut off.
- 1800.6 All firefighting equipment shall be used for emergency purposes only and authorized training. Report any unserviceable equipment to the person responsible for the Fire Protection equipment. Do not obstruct access to any fire protection equipment.
- 1800.7 Do not impact or affect the operability of any fire suppression or detection system (blocking sprinklers, fire extinguishes, etc.), or any fire barrier. Stairwell doors and other doors marked as fire doors shall not be blocked open and shall be kept serviceable to close and latch unassisted.
- 1800.8 Do not obstruct aisle ways or means of egress inside buildings or fire lanes.

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**HAND, PORTABLE POWER TOOLS &  
BENCH GRINDER**

- 1900.1 Inspect tools before use; do not use tools that need repair. Use tools and equipment which are in good condition and use only for their intended purpose.
- 1900.2 Tools with mushroomed heads (i.e., chisels, drills, hammers, and wedges) or defective handles (i.e., loose, cracked, or splintered) are not to be used until they have been reconditioned.
- 1900.3 Defective wrenches (i.e., open-end, adjustable with spread jaws, or pipe wrenches) with dull teeth are not to be used.
- 1900.4 Return all defective tools and equipment to the tool issue points. Make sure that the defective tool gets tagged "out of service" so as not to be re-issued.
- 1900.5 Do not remove machine guards. Tools equipped with guards shall be used.
- 1900.6 Adhere to the following guidelines when using grinders, wheels, or similar components:
- Ensure clearance between grinding wheels and work rests is 1/8" or less. Clearance between the tongue guard and grinding wheel shall be 1/4" or less. Do not make the adjustments with the wheel in motion.

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- Closely inspect and ring test an abrasive wheel for damage before mounting. Check maximum speed (printed on the wheel) to ensure that it is not less than the spindle speed (name plate).
- Use only the surface of the wheel designated to do the grinding. Do not grind around the corners or sides of the grinding wheel.

**NOTE:** When two wheels are mounted on the same shaft, only one person is permitted to use the machine at one time.

- Never use a pedestal grinding wheel to grind aluminum, lead or brass. When starting a pedestal grinder, stand to the side; the wheel may become unbalanced.

**1900.7** When operating rotating machinery, employees shall not wear loose fitting clothes and shall secure long hair. Gloves are not to be worn when operating lathes or drill presses.

**1900.8** When using an electric drill to drill into or through a concrete wall or floor where the potential for electrical conduit, pipes or similar metal apparatus exists, use an automatic electric ground sensor in-line with the drill.

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- 1900.9 Portable grinders must have the manufacturer's handles, non-locking on off switch and anti-kick back feature.
- 1900.10 Use insulated or non-conducting tools when working around electrical equipment.
- 1900.11 Electrical cords and pigtails shall not be connected in series or extended with other cords connected as branches off of the "main line" unless approved by a qualified electrician. This could cause overload of the ampere capacity of the cords, resulting in a possible condition, which could cause fire, explosion and/or smoke.
- 1900.12 Hang hoses and electrical cords overhead or lay them out in such a manner so as to avoid creating a tripping hazard or becoming damaged by moving equipment. Care shall also be taken to protect plant equipment.
- 1900.13 When protecting electrical cables, cords and hose lines from damage and abuse from vehicles and pedestrian traffic, using linebackers or equivalent, ensure splices and/or connectors are not placed inside these devices.
- 1900.14 Do not use metal rulers, metal flashlights, metal ladders, and tape lines containing metal around exposed energized electrical equipment.

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- 1900.15 Store pointed or sharp-edged tools in a safe place such as a pouch and do not carry them in the pockets of your clothing.
- 1900.16 Disconnect power tools before making any tool adjustments or changing accessories.
- 1900.17 Run air hoses and electrical cords through doorways in such a way as to prevent the door from closing on and damaging them or obtain permission to block doors open.
- 1900.18 All air lines exceeding ½" I.D. shall have a safety device at the source of supply or branch line to reduce pressure in case the hose fails.
- 1900.19 Disconnect air lines or unplug electrical cords of portable power tools when left unattended.
- 1900.20 After coupling and before energizing air lines, safety pins shall be used to prevent accidental uncoupling.
- 1900.21 Compressed air must never be directed at or on a person. Compressed air must not be used to clean clothing. All air used for cleaning purposes must be reduced to 30 psi or less and not used around asbestos containing materials, fly ash, or combustible material (i.e., coal dust).
- 1900.22 Do not use non-rechargeable lithium batteries in flashlights as these batteries pose a fire hazard (OE's 19779 and 22826).

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1900.23 Pipe or other extensions shall not be used on a wrench handle to increase the leverage unless the manufacturer specifically designs the wrench for use of such extension.

1900.24 Tools shall not hang from or lie unsecured on overhead pipes, structures, wires, gratings, or ladders.

1900.25 Sledge Hammers ( $\geq 10$  lbs.) - no wood handle(s)

1900.26 All utility knives must have self-retracting blades No Fixed Blades such as:

- Straight blade
- Razor blades

**1901 Chain Saw Safety**

1901.1 The engine of a chain saw must not be started until the employee using the saw is ready to make a cut.

1901.2 Chain saws must be adjusted so that when the trigger is released, the saw will return to idling speed and the cutting chain will stop.

1901.3 When operating a chain saw, both hands must be on the chain saw to retain control should kickback occur.

1901.4 The chain brake must be used and maintained as equipped.

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- 1901.5 Chain saws must be stopped and, where applicable, disconnected from the power source, for all fueling, cleaning, adjustments, and repairs.
- 1901.6 All appropriate personal protective equipment, including hearing protection (for gas powered chain saws), safety glasses, and goggles/ faceshield must be worn when operating a chain saw. Chaps must be worn to protect the legs.

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**2000 HEAT STRESS**

**2000.1** Heat stress is the combination of workload and environmental conditions which influence bodily heat gains or losses through conduction, convection, radiant heat gain/loss, evaporation or metabolic heat processes.

**2000.2** Heat stress hazards involve more than just ambient temperatures. Clothing, humidity, radiant heat, metabolic rate, and individual acclimation all play a part in determining the possibility of heat stress. FENOC NOBP-LP-3018

**NOTE:** If working in a steam environment (emergency conditions), contact Site Safety or the Fire Marshall for guidance

**2001 Safe Work Practices**

**2001.1** Once a potential heat stress job has been identified, the following factors shall be considered:

- Estimated length of the job (time)
- Scope of work - Light work, moderate work, heavy work
- Clothing ensemble
- Environment - includes ambient air temperature, humidity and air velocity

**Heat Stress**

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**2001.2 Heat Stress Hygiene Practices are as follows:**

- Fluid replacement (the introduction of clear fluids before accessing the work area and after the conclusion of assigned job duties)
- Self determination
- Control of exposure time
- Self-pacing
- Balanced diet
- Lifestyle (i.e., insufficient sleep, consumption of alcohol the previous night, etc.)

**2001.3 Consider the worker's health status as well as all personal risk factors, such as:**

- Cardiovascular system
- Medical history of heat illness, injury, or intolerance
- Age
- Obesity
- Drug and alcohol consumption
- Hypertension
- Respiratory conditions
- Physical fitness

**2001.4 Engineering Controls shall be evaluated such as:**

- Reducing air temperature and humidity
- Increasing air flow

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**2001.5 Consider Personal Protective Equipment:**

- Ice vests/cool vests

**2002 Supervisor(s):**

**2002.1** Supervisors and employees (if trained) perform heat stress job evaluation by evaluating the area conditions, taking readings with the heat stress meter and determining countermeasures.

**2003 Employees:**

**2003.1** Shall notify the Work Supervisor if they have been ill or are taking any medication which may affect their ability to perform work in a hot environment.

**2003.2** Employees shall drink fluids prior to working in hot environments. The recommended rate of pre-hydration is one pint for each hour of expected work.

**2003.3** Employees experiencing heat stress symptoms shall notify co-workers in the area, place their job in a safe condition and exit the area immediately. Inform your supervisor as soon as practical.

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**2004 Symptoms of Heat Related Illnesses:**

**2004.1 Heat Cramps:**

- Painful spasms of muscles used during work (arms, legs, etc.)

**2004.2 Heat Exhaustion:**

- Fatigue, nausea, headache
- Clammy moist skin, profuse sweating, complexion pale or flushed
- If sitting, patient may faint on standing
- Weak pulse and low blood pressure

**2004.3 Heat Stroke:**

- Hot dry skin: red, mottled, or discolored, sweating stops
- High and rising temperature, usually 106 degrees or higher
- Brain disorders; mental confusion, delirium, loss of consciousness, convulsions, and coma

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**2100 HOUSEKEEPING**

- 2100.1 All employees shall keep their work areas clean and free from slipping and tripping hazards. (Fossil FGBP-OPS-0010)
- 2100.2 Cables, extension cords, hoses, and vacuum lines shall not be placed across walks, stairways, or passageways. They shall be securely hung above or under same. If necessary to obstruct a passageway, suitable warning barricades shall be erected, and cables, cords and hoses shall be protected from damage.
- 2100.3 Broken glass shall be cleaned up and put in a safe place for removal. Glass shall be placed in a separate container if trash is to be handled by hand.
- 2100.4 Remove all projecting nails from boards or walls.
- 2100.5 Discarded oily rags shall be kept in designated waste cans.
- 2100.6 Floors shall be kept free of oil, grease, and other slipping and tripping hazards.
- 2100.7 All surfaces shall be maintained as free as practical of accumulation of coal dust.

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**2200 HYDROGEN SULFIDE**

- 2200.1 Hydrogen sulfide (H<sub>2</sub>S) is a poisonous, flammable gas consisting of two hydrogen atoms and one sulfur atom. Its sulfur content gives it an unpleasant "rotten egg" odor. Exposure to hydrogen sulfide poses serious health risks. Hydrogen sulfide can cause olfactory paralysis at concentrations above 50 ppm. Exposures shall not exceed 20 ppm (ceiling) with the following exception: if no other measurable exposure occurs during the 8-hour work shift, exposures may exceed 20 ppm, but not more than 50 ppm (peak), for a single time period up to 10 minutes.
- 2200.2 Should a co-worker ever be overcome by H<sub>2</sub>S gas (or any gas), do not attempt a rescue until you are properly protected yourself. The rescuer can very easily get overcome by venturing into a confined space without adequate protection or enclosed area. At levels above 200 ppm, collapse, coma and death due to respiratory failure can occur within seconds after only a few inhalations so you can be overcome yourself very quickly.

*Hydrogen Sulfide*

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**2300 INCIDENT REPORTING**

**WORK-RELATED INJURIES, ILLNESSES, AND  
NEAR MISSES MUST BE REPORTED.**

**2300.1** All FE Generation employees shall report all injuries, illnesses and near misses to their supervisor as soon as possible on the day of the incident. (FENOC NOBP-LP-3002, Fossil FGBP-SAF-0012)

**2300.2** When witnessing or discovering an on-site ill or injured person who may require urgent medical attention, call the facility specific emergency number. Provide the following information:

- Your name and location
  - Type of emergency (fire, fall, shock, etc.)
  - How many personnel are involved and their names, if known
  - Type of assistance required
  - Location of victim
  - Give any other pertinent information
- a. It is imperative to remain on the phone until released.
- b. Send someone to meet the first responders to direct them to the emergency area. Have someone notify the victim's immediate Supervisor, if possible.

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- c. Do not move the injured person unless the person is in immediate danger.
- d. Follow the instructions of the first responders.

2300.3 In the event a work related illness or injury, the employee shall notify his/her work supervisor and proceed as directed. The supervisor shall take the following actions:

- Upon notification of an incident, the supervisor's foremost concern shall be for the affected employee(s). Ensure the employee receives the appropriate medical attention.
- The supervisor of the injured employee shall accompany the employee to the hospital/doctor. In any case, the supervisor shall ensure that the affected employee does not travel alone in an unsafe manner (i.e., potential traffic accident caused by the illness or injury)
- Supervisors/Designees are required to notify the Control Room for urgent medical attention and all offsite transports. At the time of the incident/near miss: Generation Safety Representative, Section Manager, and Department Director, shall be notified.
- Prior to the end of the shift, the work supervisor shall perform the following:

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- Complete all required notifications.
- Take immediate corrective action as required to prevent a recurrence of the incident.
- Review incident/near miss details. Determine and document facts, as appropriate, which contribute to the cause of the Incident (e.g., measurements, pictures, witness statements, etc.)
- Supervisors may use the guide for Identifying Causal Factors and Corrective Actions to aid in determining the root cause and corrective actions.
- Follow the site's Corrective Action Program to determine if the event should be documented on a Condition Report.
- Nuclear employees - Fitness for Duty Testing shall be considered for all incidents, near misses, and vehicle accidents, utilizing the For-Cause Test Guidelines in NOP-LP-1002, Fitness For Duty.
- If an employee is on Company business out-of-town and an injury occurs, notify his/her supervisor.

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**2400 JOB SAFETY ANALYSIS**

**2401** The Job Safety Analysis is the standard methodology for identifying Personal safety hazards. Refer to the facility specific Job Safety Analysis. FENOC NOBP-LP-3009, Fossil FGPR-SAF-0039

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**2500 LADDERS**

**2501 GENERAL**

- 2501.1 Inspect all ladders for defects before use. If ladders have broken, loose, or missing components (i.e., steps, ropes, rungs, rung reinforcements, safety feet, cleats, side rails, etc.), or if ladders have other faulty equipment, the ladder shall not be used.
- 2501.2 Do not make improvised repairs. Tag defective ladders with an appropriate tag and indicate the defect. Notify maintenance of defective ladders for removal and repair. Fiberglass ladders are not to be painted or coated with anything that would hide defects. No wood ladders.
- 2501.3 Use horizontal rungs or side rails when ascending and descending ladders and maintain three points of contact.
- 2501.4 Do not overreach if working with both hands. If there is a need to overreach while on a ladder greater than 4', fall protection equipment shall be worn. If impractical, then document deviation (i.e. documented exemption in Work In Progress Log (WIP) or pre-job brief form or job safety analysis form) is required.

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- 2501.5 Keep hands free when ascending/descending ladders by using ropes and leather or canvas tool buckets, tool pouches, or other similar lifting devices to transport tools and other hand-held items.
- 2501.6 Safety chains or swing gates shall be in place when working on a ladder platform.
- 2501.7 Always face the ladder when ascending or descending.
- 2501.8 Only non-conductive ladders shall be used in and around energized electrical equipment.
- 2501.9 When using any ladder to access a walking/working surface, ensure ladder extends 3' above the surface to be accessed.
- 2502 **Transporting Ladders:**
  - 2502.1 Balance ladders properly before attempting to move them.
  - 2502.2 Support ladders carried on vehicles to avoid sagging and securely fasten in position to minimize chafing and the effects of road shocks.
    - a. Use softer materials such as wood, rubber, etc., at all points of support.
    - b. Tie or clamp ladders at all support points.

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**2503 Ladders:**

**2503.1** When placing ladders in position prior to use:

- a. Ensure the feet are on level footing and test the side sway from the bottom step before the ladder is ascended.
- b. Do not place ladders in front of doorways, passages, or driveways where the ladder may be hit by other activities being conducted, unless protected by guards or barricades.

**2504 Fixed Ladders:**

**2504.1** When climbing un-caged ladders >20', use a safety harness, and T-rail connection. An A-Frame, hoist/retractable lifeline and safety harness may be used in lieu of fixed ladder climbing devices.

**2504.2** Use only specially designed ladders with ladder jacks, with no more than two employees occupying any given eight feet of any ladder jack scaffold.

**2504.3** Do not use ladders in a horizontal position as a platform, runway or scaffold. Do not splice short ladders together to provide long sections. Do not use ladders made by fastening cleats across a single rail or any other makeshift ladders.

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- 2504.4** If there is a danger of someone walking/falling through the opening of the ladder platform, safety chains on ladders shall be reattached after use.
- 2505 Rung Ladders:**
- 2505.1** Ensure the ladder is securely held in place. Secure/tie off the ladder at the top support. When climbing such a ladder to tie it off, or when the ladder cannot be tied off, have an employee hold the ladder.
- 2505.2** Extend the top of ladders used to gain access to a roof, or other walking/working surfaces, at least 3 feet above the point of support to permit the user to safely transfer off and back onto the ladder.
- 2505.3** The base of a portable ladder shall not be placed less than one-fourth of its length from a wall or supporting surface and not farther than one-third its length from the wall or surface unless securely held or tied in place.
- 2505.4** Keep ladder rungs/steps and your hands/shoe soles free of grease, oil and mud as much as possible, unless prohibited by circumstances such as removal of protective clothing.
- 2505.5** All portable rung ladders are to be equipped with non-slip bases.

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- 2505.6 Do not allow extension sections to telescope uncontrolled into the base section. Use the ladder's rope lanyard to make adjustments of extension ladders.
- 2505.7 Sectional extension ladders require a minimum overlap of the sections in use as follows:
- | <u>Size of Ladder</u>            | <u>Overlap</u> |
|----------------------------------|----------------|
| Up to and including 36'          | 3'             |
| Over 36' up to and including 48' | 4'             |
| Over 48' up to and including 60' | 5'             |
- 2505.8 Use only insulated or non-conducting ladders on or near exposed energized electric lines and equipment.
- 2505.9 The gross applied weight to a ladder shall not exceed the ladder's rating.
- 2505.10 Portable ladders are not to be stored in locations that would expose them to excessive heat (i.e., radiators, stoves, steam pipes, etc.) dampness, or cold.
- 2506 **Step ladders:**
- 2506.1 Open fully, lock spreader braces and use safety feet when placing on grating or similar surfaces. Secure/tie-off to prevent movement, as required.
- 2506.2 Do not use the top two steps for standing, unless it is a platform ladder.

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**2506.3** Fall protection is not required on stepladders if working within the plane of the ladder.

**2506.4** Do not climb the backside braces of a stepladder; they are not designed to hold a person.

**2506.5** Do not climb a closed stepladder; the bottom may kick out.

**2507 Storage of Ladders:**

**2507.1** Ladders should be stored:

- Where they can be reached without causing an incident.
- Out of walkways and away from plant components.
- On horizontal or vertical racks and be secured in place by a chain, rope, clip or like device.

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**2600** **LEAD**

**2601** Prior to performing any work on lead-containing products or potentially lead-containing products, the Supervisor shall ensure that all coatings, which have not been previously tested or cannot be confirmed to be lead free, shall be sampled and analyzed by a qualified employee. If lead is present or presumed to be present, then the removal shall follow the facility's and/or FirstEnergy's Lead Abatement Program.

**2602** Operations and materials that have the potential to generate lead dust or fumes include flame cutting, welding, grinding, sand blasting, sanding machines, and heat guns on the following surfaces:

- a. Painted surfaces with paint containing lead;
- b. Lead solder or older lead-soldered plumbing; or
- c. Old lead bushings and lead-plate batteries; or
- d. Maintenance or demolition of painted structures or components with paint containing lead.

**2603** Personal Protective Equipment (PPE) will vary as determined by work practices used.

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**2604** Do not handle lead products with bare hands.  
Contact the Generation Safety  
Representative and follow the facility's lead  
program for safe handling instructions.

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**2700 LIFTING/BACK SAFETY PRINCIPLES**

**2701 Lifting An Object From The Floor**

**2701.1** Size up the object, decide if it can be lifted safely (based on the size, weight and location).

- If the object cannot be lifted safely, obtain assistance or use mechanical means.
- For a one-person lift, the following guidance is provided: up to 50 lbs a one-person lift is normally satisfactory.
- Based on size and configuration, 50 to 75 lbs may also be lifted by one person.
- Two or more persons or mechanical means are required if the load is >75 lbs.

**2701.2** Check your path for obstacles, doors that need to be opened, etc.

**2701.3** Stand close to the object and keep a shoulder-width stance. Be sure your footing is solid.

**2701.4** Bend at the hips and knees to a squatting position. Your ears, shoulders, and hips form almost a straight line.

**2701.5** Pull the load close to your body. This reduces pressure on your back. Grasp the object firmly.

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- 2701.6 Lift with your legs, not your back.
- 2701.7 Don't twist, move your feet to turn.
- 2701.8 Every load shall be carried in a position so as not to obstruct the view ahead.
- 2701.9 Whenever possible, carts or dollies shall be used to carry medium-sized loads for any distance.
- 2702 Reaching Overhead**
  - 2702.1 Be sure you can safely handle the load.
  - 2702.2 Designate a place to set the load down.
  - 2702.3 Don't reach above the shoulders, use a step stool or platform. It's unsafe to stand on tiptoes or stacked objects.
  - 2702.4 Keep the load close to your body. Be sure to keep solid footing and a firm grasp.
  - 2702.5 Let your arms and legs do all the work.
- 2703 Oversized Loads**
  - 2703.1 Get help, use mechanical aids or get assistance from co-workers.
  - 2703.2 When using a two-person lift, designate one person to direct the lift.
  - 2703.3 Be sure you have a clear path.

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**2704 Lifting Outside**

During high winds or wind gusts, extreme care shall be taken when lifting and carrying material and equipment in outside areas.

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**2800 LIFT TRUCK OPERATIONS**

**2801 Lift Truck Inspection**

2801.1 Operators shall always inspect lift trucks for defects or problems that might prevent safe operation. Defects shall be documented on the daily check list and a tag placed on the steering wheel indicating what is defective.

**2802 Lift Truck Operation**

2802.1 Lift Truck Operators shall possess the qualifications required by the facility to operate a lift truck.

2802.2 Driver's daily check list shall be reviewed prior to operating lift trucks. Pallets are to be inspected to ensure slats are secured in good condition.

2802.3 Report faulty performance to your Supervisor without delay.

2802.4 When operating a fork lift, the operator must use the seat belt, unless in certain situations where a hazard assessment was performed and it was determined that wearing a seat belt presented a greater hazard to the operator.

2802.5 Know and stay within the load capacity of the lift truck.

2802.6 Areas in which lift trucks normally operate shall be clear of all obstacles.

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- 2802.7 The operator shall always know the approximate weight of the load that is being lifted. If the operator is unsure of the load's weight, the lift shall not be made until the weight is determined.
- 2802.8 Where possible, loads shall be picked up under the center of their weight. If the load is on pallets, the pallets shall be inspected for defects prior to use and loaded with the weight evenly distributed.
- 2802.9 Low speed shall be used when traveling on a ramp and when positioning the load.
- 2802.10 Take special care when operating on ramps and other inclines. Drive forward going up the incline and drive backward going down; this will keep the load resting firmly against the carriage or backrest. Don't turn on a ramp or grade.
- 2802.11 Carry loads low, forks just off the floor and tilted back. Do not lift or lower loads while the truck is in motion.
- 2802.12 Loads shall be kept below eye level of the driver when possible. If it is necessary to load higher, the lift truck shall be operated in reverse. If visibility is blocked while positioning the load, a spotter shall be used.
- 2802.13 Observe floor load limits and overhead clearances.

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- 2802.14 Slow down at: cross aisles, sharp curves, ramps, dips, blind corners, on wet, uneven, slippery or rough floors; in congested areas, and when vision is limited or obstructed. Sound the truck warning device at exits, corners, elevators and when approaching pedestrians.
- 2802.15 Always look around before starting a truck; start and stop trucks gradually and slowly.
- 2802.16 Lift loads smoothly and slowly; avoid sudden jerks; avoid lifting loads with one fork; position loads evenly on forks for proper balance; and keep load against carriage.
- 2802.17 Powered personal trucks fueled by liquid propane gas (LPG) shall have the cylinder valve in the closed position when not in use.
- 2802.18 Powered personal trucks shall be equipped with a back-up alarm, which automatically activates while moving in the reverse direction.
- 2802.19 Keep arms, legs and other parts of the body within the dimensions of the truck.
- a. Do not accept riders. Allow no one to stand on, or pass under elevated forks.
  - b. Stunt driving and horseplay is not permitted.

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- c. Powered personal trucks shall not be used in an area which may create an oxygen deficient atmosphere or increase the levels of carbon monoxide.
  - d. Maintain a safe distance from other vehicles.
- 2802.20 Check dockboards to trucks for width and strength; do not drive lift trucks near the edge of loading docks.
- 2802.21 Be aware of the swing of the rear end of the lift truck.
- 2802.22 Use care when handling long lengths or bar stock, lumber, etc., and watch the load swing.
- 2802.23 Powered personal trucks shall not be left unattended while the engine is running.
- 2802.24 Do not allow fork tips to strike objects. Use special care when placing materials near heaters, electric wiring, pipes or other fragile or dangerous equipment.
- 2802.25 Park trucks with their forks flat on the floor.
- 2802.26 No smoking is permitted in areas where fuel tanks are being filled or stored, LP-gas containers are being changed, a battery is being charged, or when there are traces of fuel on the engine.

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**2802.27** Shut off the truck engine and set the parking brake before leaving the truck. Block trucks when parked on an incline.

**2802.28** A fork lift is not to be used to lift a load using a sling unless a qualified rigger approves such operation. Using a fork lift for rigging operations should only be used if it is the only option available. If this option is selected, a qualified rigger shall be consulted and will approve the lift.

**2802.29** Fork lifts shall be used as designed and intended. Modifications shall not be made to fork trucks unless written approval is received from the manufacturer. Attachments shall be properly rated, designed and approved by the manufacturer and/or plant engineering for the equipment they are used on.

**NOTE:** Refer to "Vehicle Safety" for additional safety precautions.

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**2900. MATERIAL HANDLING**

Follow the Material Handling programs and processes for facility-specific guidelines. FENOC NOP-WM-4008

**2901 General**

- 2901.1 Material handling equipment includes, but is not restricted to, hand trucks (dollies), material carts, pallet jacks, lifting jacks, jack stands, trucks, fork lifts and other specialized equipment used for material handling.
- 2901.2 Material shall be stored so as not to create hazards such as unstable stacks. Traffic areas and aisles shall be kept free of obstructions.
- 2901.3 All flammable liquids shall be stored in approved safety cans or cabinets, and each container shall be marked to indicate the contents and appropriate hazard warning and information.
- 2901.4 Approved ladders, step stools, or platforms shall be used when necessary to reach objects overhead.
- 2901.5 Pipe, bar stock, lumber, and similar material shall be stored on suitable racks and blocked to prevent movement.
- 2901.6 Weight of materials shall not exceed the designated weight limit of storage facility.

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- 2901.7 Materials or equipment shall not be stored closer to energized equipment or lines than the following distances plus an amount providing for the maximum sag and side swing of all conductors and providing for the height and movement of material handling equipment.
- 2901.8 For equipment and lines energized at 50 kV or less, the distance is 10 feet.
- 2901.9 For equipment and lines energized at more than 50 kV, the distance is 10 feet plus 1 foot for every 10 kV over 50 kV.
- 2901.10 When moving material such as pipe, tubes, bar stock, lumber and other similar materials, the material shall be secured to prevent falling while being transported. When the material has the potential to fall to a lower level through railing openings or floor openings, the opening shall be protected to prevent the material from inadvertently passing through the opening.

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**3000 OFFICE SAFETY**

- 3000.1 Water, oil or other liquid spilled on floors presents a slipping hazard and shall be cleaned up at once. Suitable footwear shall be worn to prevent slipping on floors or tripping on stairways.
- 3000.2 Loose objects such as paper clips and pencils shall not be left on stairs, chairs or floors.
- 3000.3 Extension cords shall not be strung across aisles, walkways or stairs in such a way that they could create a tripping hazard. Extension cords are for temporary use only. If additional electrical service is necessary, a Notification should be written. UL approved power strips are approved for use if the installation of additional power outlets is impractical or unfeasible.
- 3000.4 Care shall be exercised in opening file cabinet drawers. Opening of overloaded upper drawers, particularly more than one at a time, may tip over the cabinet. Desk, file drawers or desk slides shall be closed when not in use.
- 3000.5 Do not stand on boxes, chairs or other makeshift supports to reach objects overhead. Use a ladder or appropriate stepping device.
- 3000.6 Doors shall be opened slowly to avoid striking anyone on the other side.

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- 3000.7 Do not run up and down steps or run in office areas. Where provided, handrails shall be used when ascending or descending stairways.
- 3000.8 In areas where portable coffee pots, laminators, electric heaters, etc., are in use, these appliances shall be turned off during non-use periods or before leaving work for the day.
- 3000.9 Ensure work stations are ergonomically sound. Follow manufacturer's guidelines when clearing paper jams in copy machines. Handle staple copies with care as they may pose a puncture hazard.
- FirstEnergy's Ergonomic program provides additional safe practices for office work stations.
- 3000.10 Prior to using space heaters, contact Services or Electrical Maintenance to ensure that the heater has an amperage rating that is compliant to office specifications (sized for the circuit), approved by Underwriters Laboratory and is equipped with a tip-over switch. Ensure all flammable material is at least 3' from the heater. Do not use an extension cord with a heater unless the cord is rated for the heater. Ensure heaters are turned off during non-use periods or when leaving work.

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**3100 PARKING LOT SAFETY**

- 3100.1 Follow the Facilities seasonal plans to maintain walkways and parking areas during inclement conditions.
- 3100.2 Observe posted speed limits.
- 3100.3 Utilize designated walkways.
- 3100.4 Obey all stop signs and roadway markings.
- 3100.5 Use turn signals.
- 3100.6 Follow designated traffic patterns, don't cut across empty parking spaces.
- 3100.7 Yield right-of-way to pedestrians.
- 3100.8 Use extra care when backing in to or pulling out of parking spaces.
- 3100.9 Walk in plain view, avoid walking between parked vehicles; use the designated walkway if provided.
- 3100.10 Ensure clear and adequate visibility from ice/snow, etc., prior to moving vehicles.
- 3100.11 During wet or icy conditions, exercise caution when entering or exiting vehicles.
- 3100.12 Park in designated parking areas; do not block walkways.

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**3200 PERSONAL PROTECTIVE EQUIPMENT**

- 3200.1 When PPE is specified for the work activity or locations, its use is mandatory. In each case, the individual and supervisor shall ensure the appropriate personal protective equipment is used.
- 3200.2 The Supervisor, in concurrence with the Generation Safety Representative, may alter specific safety requirements after all options have been evaluated.
- 3200.3 All exemptions shall be documented in the Work in Progress Log (WIP) or Pre-job brief form or by creating a Job Safety Analysis.
- 3200.4 Designated Personal Protective Equipment exempt "Safe Walkways", as approved by the Director Site Operations or the Generation Safety Representative, are for transient use in specific designated areas of the plant and only when no work activities are occurring in close proximity to the walkways. All PPE exemptions listings will be available through the Generation Safety Representative.
- 3200.5 All employees conducting observations shall wear appropriate PPE.
- 3201 **Care and Use of Equipment**
  - 3201.1 Wear proper personal protective equipment for the particular type of work in which you are engaged.

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- 3201.2 All personnel using PPE shall routinely inspect this equipment to verify the equipment is not defective or damaged.
- 3201.3 Defective safety equipment shall be removed from service and rendered unusable.
- 3201.4 Tie or cover long hair in such a manner so as to prevent it from being caught or entangled into a machine mechanism.
- 3202 **Eye and Face Protection**
  - 3202.1 ANSI approved safety glasses (prescription and non-prescription) with side shields shall be worn in all buildings in the protected area, except office areas or where specifically exempted.
  - 3202.2 Safety glasses with polycarbonate lenses or equivalent are required for all activities where ultraviolet (UV) or infrared (IR) radiation are generated. Examples of these activities include working with energized sources, racking in/out breakers or assisting with welding operations (weld flash).
  - 3202.3 Appropriate safety glasses, as designated by Radiation Protection, are required where a hazard of Beta radiation exists. This will be required on the Radiation Work Permit (RWP).

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- 3202.4 Contact lenses, when worn in conjunction with approved eye protection, shall be considered adequate protection. If wearing contact lenses and working with chemicals, refer to the (M)SDS for instructions/hazards regarding the use of contact lenses.
- 3202.5 Do not wear tinted safety eyewear in plant buildings or maintenance shops unless approved for indoor/outdoor use or transition lenses that are approved for indoor areas.
- 3202.6 Use the following chart for additional protection depending on work activity.
- 3202.7 Face shields do not replace safety glasses, unless the face shield is designed for that purpose (i.e. Allsafe monoshield/monogoggle assembly).

**GEN-SAF-0001****REV. 01****3203 Eye and Face Protection Chart**

APPLICATIONS		
<u>OPERATION</u>	<u>HAZARDS</u>	<u>PROTECTORS</u>
ACETYLENE-BURNING ACETYLENE-CUTTING ACETYLENE-WELDING	SPARKS, HARMFUL RAYS, MOLTEN METAL, FLYING PARTICLES	Welding Goggles (eyecup, coverspec type, tinted lenses or tinted plate lens.)
CHEMICAL HANDLING	SPLASH, ACID BURNS, FUMES	Goggles, (flexible fitting, hooded ventilation, SEVERE exposure - face shield (plastic or mesh window) or full face respirator.)

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APPLICATIONS		
<u>OPERATION</u>	<u>HAZARDS</u>	<u>PROTECTORS</u>
CHIPPING	FLYING PARTICLES	Face shield and goggles, (flexible fitting, regular ventilation, cushioned fitting, rigid body) OR Spectacles, (with molded side shields) OR Chipping Goggles
ELECTRIC (ARC) WELDING	SPARKS, INTENSE RAYS, MOLTEN METAL	Welding Helmet with spectacles with molded side shields in tinted lenses.
GRINDING - LIGHT	FLYING PARTICLES	Face shield and goggles or Face Shield Spectacles with molded side shields.

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APPLICATIONS		
<u>OPERATION</u>	<u>HAZARDS</u>	<u>PROTECTORS</u>
GRINDING – HEAVY	FLYING PARTICLES	Face shield and goggles or Face shield and Chipping goggles.
LABORATORY	CHEMICAL SPLASH, GLASS BREAKAGE	Goggles, flexible fitting, hooded ventilation.
MACHINING	FLYING PARTICLES	Goggles (flexible/ cushioned, regular ventilation/rigid body) Spectacles with molded side shields.
MOLTEN METALS	HEAT, GLARE, SPARKS, SPLASH	Welding goggles, (eyecup type, tinted lenses), Welding goggles, (cover spec type, tinted lenses)

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APPLICATIONS		
<u>OPERATION</u>	<u>HAZARDS</u>	<u>PROTECTORS</u>
SPOT WELDING	FLYING PARTICLES, SPARKS	Goggles (flexible/ cushioned, regular ventilation/rigid body) Spectacles with molded side shields.

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**3204 Hand Protection**

- 3204.1 All personnel will carry gloves in areas where hardhats and safety glasses are required.
- 3204.2 All employees, contractors and visitors shall wear gloves when engaged in maintenance and operational work activities or other physical work activities in generation station industrial areas.

**NOTE- Nuclear Workers**

When working in contaminated areas, hand protection shall be consistent with requirements as stated in the Generation Safety Manual with RP concurrence.

**NOTE- Nuclear Workers**

Work gloves may take the place of RP rubber gloves with RP concurrence.

- 3204.3 Maintenance and operational work activities do not include tours, system walk-downs, routine transits in personal areas or the manipulation of controls, computers or data logging. Wearing gloves when working on or near rotating machinery may present a risk of hand injury if a glove becomes entangled in the machinery. In these cases, an assessment of risk shall be conducted to determine if gloves are appropriate for the work in progress. In some situations, a different style glove from that normally worn may provide better protection.

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- 3204.4 Leather or rubber coated work gloves shall be worn when handling wood products treated with preservatives.
- 3204.5 Appropriate chemically-resistant gloves shall be used when handling chemical products.
- 3204.6 Cut-resistant gloves (i.e. Kevlar, etc.) shall be worn when cutting with an automatic retractable blade utility knife, knives, handling sharp objects or sheet material, etc.

**Jobs Requiring Gloves**

- Handling Materials, Sharp or Slippery Objects
- Manipulating Valves
- Working with Electricity
- Handling Chemicals
- Welding, Grinding and Torch Cutting
- Using Knives or tools with sharp blades
- Handling and Building Scaffold
- Handling Wood, Metals or Insulation
- Handling Hot or Cold Materials
- Work on high temperature systems or freeze seal activities
- Gardening or Outdoor Work
- Hand Tools
- Cables & Ropes

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## 3205 Hand Protection Chart

Surface

HAZARD Surface Condition	GLOVE TYPE
Slippery	Fabric
Rough	Heavy Fabric or Leather
Cutting Edges	Metal Mesh, Cut resistant

Temperature

Mild Hot/Cold	Heavy Fabric or Leather
Extreme Hot/Cold	Specialized Insulated

Electrical

Shock	Rubber Electricians with Outer Leather
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Chemical

Mild Irritant	Disposable Poly
Organic Acid/Solvents	Rubber/Neoprene
Specific Chemical	Review the MSDS or Chemical Permit for specific conditions.

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**3206 Head Protection**

- 3206.1 Wear hard hats in all buildings within the Industrial areas of the plant except for office areas or where specifically exempted.
- 3206.2 Wear hard hats in inventory racks (Warehouse) whether working or walking through.
- 3206.3 Maintain the clearance between a hard hat shell and suspension and ensure that nothing is carried inside a hard hat that will reduce this clearance.
- 3206.4 Wear hard hats with the brim positioned to the front and nape strap behind the head.
- 3206.5 Ensure hard hats fulfill the requirements of Class E as shown in ANSI Standard Z89.
- 3206.6 Inspect your hard hat for cracks, gouges, deterioration and torn suspension, prior to each use.
- 3206.7 Where hard hats can be dislodged and fall, chin straps or hard hat lanyards shall be worn.

**3207 Hearing Protection**

- 3207.1 Hearing protection shall be worn at all times in areas which are posted Hearing Protection Required.

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3207.2 Plugs and muffs shall be worn in combination when working in areas where the sound level exceeds 105 dBA.

**3208 Foot Protection**

3208.1 All employees entering Generation Facilities (office areas excluded, unless construction/maintenance type activities are in progress) shall wear footwear of sturdy construction (soles of rubber and uppers of leather, vinyl or similar material). Safety shoes must comply with current ASTM F2413 Standard. Sandals, high-heels, open-toed or open backed shoes, athletic shoes with canvas uppers, etc., are not permitted in industrial areas of the plant. The footwear requirement applies at all times in industrial areas with the exception of yard areas used to traverse at the beginning and end of the work shift only.

3208.2 When working in areas where there is a danger of foot injuries due to falling, rolling, rotating objects, safety shoes (steel or composite toes) are required.

3208.3 Industrial areas of the plant include the turbine building, auxiliary building, reactor buildings, fuel buildings, laboratories, maintenance shops, yard areas, etc.

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**3209 Leg Protection**

- 3209.1 When using a chain saw, chaps shall be worn for extremity protection.

**3210 Wearing Apparel**

- 3210.1 Do not wear loose clothing or lanyards near moving machinery; ensure shirt tails are tucked in. Button long sleeves worn down, or roll up above the elbow while working in machine shops on a lathe or drill press.
- 3210.2 High visibility vests shall be worn by all employees working outside around mobile equipment/vehicles (i.e. coal, ash, and limestone piles; disposal sites).
- 3210.3 Employees shall wear their sleeves rolled down when performing any hotwork or exposed to physical hazards such as trees, brush, hot steam lines, etc.
- 3210.4 Sleeveless shirts (i.e. tank tops) are not allowed within industrial areas of the plant.

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**3300 PERSONNEL/AERIAL LIFTS**

**3301 Personnel Lifts**

- 3301.1 Personnel lifts are only to be operated by qualified, properly-trained personnel.
- 3301.2 A pre-use inspection shall be conducted at the beginning of each shift.
- 3301.3 Approved company fall protection shall be worn and attached to boom or basket in articulating lifts.
- 3301.4 Controls shall be clearly marked and shall return to neutral when released.
- 3301.5 Emergency lowering means shall be readily accessible from ground level. If not, then operators of vehicle mounted elevating and rotating work platforms shall be trained and qualified to use an approved descent device (i.e. self rescue kit).

**3302 Aerial Lifts**

- 3302.1 Aerial lifts are identified as bucket trucks, elevated platforms, JLGs, etc. Only properly trained employees are permitted to operate aerial lift equipment. Refer to the Operations Manual for specific operating instructions.

**Personnel/Aerial Lifts**

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- 3302.2 Never exceed the safe load limits of the aerial lift equipment.
- 3302.3 Company approved fall protection shall be used in articulating lifts (i.e. lifts which can move the basket/platform from side to side). Refer to the manufacturer's operator safety manual to determine if fall protection shall be worn while operating the scissor lift.
- 3302.4 Fall protection in lift pods shall follow manufacturer's instructions.
- 3302.5 Follow all existing rules for working on or near energized equipment. This includes rules on minimum approach distances and the use of rubber gloves and protective devices.
- 3302.6 Always extend outriggers and vertical jacks before raising the lift. Place pads under outriggers and vertical jacks when conditions require it.
- 3302.7 The employee operating the basket shall check that the outriggers are properly set, the gear selector is in the appropriate position, the brake is set or engaged, and the rear wheels are chocked.

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- 3302.8 Always ground aerial lift devices when working on or near exposed energized equipment.
- 3302.9 When an employee could reasonably be expected to come within the minimum clearance distance of exposed energized conductors or equipment, cover-up must be used.
- 3302.10 Transferring from aerial lift equipment to an elevated flat working surface is permitted after a hazard assessment has been completed and transferring has been determined to be the safest means of accessing the working surface. When transferring is performed, all fall hazards shall be eliminated by the use of fall protection.
- 3302.11 Always stand firmly on the floor of the basket or platform. Do not sit or stand on the edge of the basket or platform. Do not use planks, ladders or other devices for work position.
- 3302.12 Operations shall be suspended in accordance with the manufacturer's recommendations (normally when wind gusts are greater than 30 MPH and/or sustained winds greater than 20 MPH).

**Personnel/Aerial Lifts**

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3400 **POSITIVE CONTROL OF TOOLS AND EQUIPMENT**

3401 **Objective**

3401.1 Focus on work activities: scaffolds, material handling, work on grating, working under line of fire, and staging/storage of materials that have the potential for dropped items.

3402 **Worksite Evaluation-Spot Check**

3402.1 Spot check areas for dropped item hazards:

- Does the scaffold have netting and/or toe boards?
- Inspect surface area for gaps that tools and materials could fall through. Mats or other materials such as metal plates should be placed over open grating.
- Check for gaps in the area in which the horizontal surface comes in contact with the vertical surface.
- Check tarps and fire blankets prior to movement for hidden tools or materials that could drop.
- Are tool lanyards attached to all tools and materials or placed in appropriate tool containers?

*Positive Control Of Tools And Equipment*

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- Have you warned and protected people below of your activity?
- Should overhead protection be installed in your workplace?
- Are all tools and materials being kept to a minimum on elevated work surfaces?
- Excellence in housekeeping is a must for every job.

**3403 Material Handling - Tools and Equipment**

- 3403.1** Good Practice-Employees should utilize positive control techniques while manually passing material to one another. Employees should utilize the "twist method" when passing material. The "twist method" allows for employees to twist the material such as a tool upon receiving, prior to the sender releasing the material. This, in conjunction with verbal communications, should ensure the receiver has control of the material prior to the sender releasing the material.
- 3403.2** All material should be raised or lowered, where applicable, in a canvas bag/container using rope attached to a well wheel or manually by hand.
- 3403.3** If material is longer than the transfer container, then a half hitch shall be tied around the long end to prevent from tipping out of bag, i.e. scaffold poles.

**Positive Control Of Tools And Equipment**

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- 3403.4 Radios shall be secured in a radio holster attached to an individual's belt, clipped to the belt, taped securely, or by use of lanyards.
- 3403.5 Supervisors and employees should evaluate each job to determine if a tool lanyard is practical. If it is determined that lanyards are not practical, Supervisors shall use other controls to prevent personal injury or property damage from dropped items.
- 3403.6 Bags and/or tool pouches shall be available and used while climbing ladders to keep individuals hands free while climbing.
- 3404 **Line of Fire - Working at Heights**
  - 3404.1 Employees working overhead of other employees shall protect employees below from overhead hazards (i.e. netting, toe boards, overhead protection, signs).
  - 3404.2 If employee cannot be adequately protected, the field supervisors shall administratively control the falling hazard by removing the employees from line of fire.
  - 3404.3 Employees shall establish barriers and signs to control falling hazard zones.
  - 3404.4 Lanyards should be used on all tools where a drop could result in injury or equipment damage.

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**3405 Material Storage/Staging**

- 3405.1 All material and equipment shall be secured, as required, to prevent falling hazards.
- 3405.2 Where commonly stored equipment and material are stored, the use of sheet metal, mats, netting or similar material, shall be used to prevent small items from falling through grating.
- 3405.3 Smaller material and equipment (i.e. grinders, hand tools, etc.) shall be staged to prevent from tipping over.
- 3405.4 Excess chain from chain falls shall be stored and/or secured in buckets or canvas bags.
- 3405.5 Materials should not be left leaning against vertical surfaces without being secured.

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**3500 PRE-JOB BRIEFINGS**

**3501 Pre-Job Brief (FENOC NOBP-LP-2607,  
Fossil FGPR-SAF-0041)**

**3501.1 Before beginning work on any equipment or  
job assignment with identified personal safety  
hazards, the Qualified Supervisor or person  
in charge, shall conduct a Pre-Job Briefing.  
Employees working alone shall conduct a  
Pre-Job Briefing and cover the following:**

- a. Hazards associated with the job**
- b. Work procedures involved**
- c. Special precautions**
- d. Energy source controls**
- e. Personal protective equipment required**
- f. Work practices**
- g. Tools and equipment to be used**

**3501.2 The Pre-Job Brief shall be conducted prior to  
the start of the job and additional briefings  
shall be conducted if the workers or the job  
site conditions change. Refer to the facility  
specific Job Briefs program, for more  
information. FENOC NOBP-LP-2604,  
Fossil FGPR-SAF-0041**

***Pre-Job Briefings***

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**3501.3** Additional topics that should be considered during the Pre-Job Briefs include:

- Head to Toe Check
- Communications
- Chemical Exposure
- Access – Scaffold/Ladders
- Trip/Fall Potential
- Material Handling
- Site Specific White Papers
- Confined Spaces
- Thermal (hot/cold)
- Fire Hazards
- Electrical – Shock Hazards
- Ergonomics
- Postings/Barricades
- Tag Out
- Procedure Adherence
- Industry Events/Lessons Learned
- Self Checking
- ALARA
- Zero Energy Checks

**3501.4** At the completion of the brief, all identified hazards shall be abated and good practices closely followed. Remember all jobs with identified job hazards shall include Pre-Job Briefs, even the most routine activities.

**Pre-Job Briefings**

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**3600 RADIATION AND LASERS**

- 3600.1 When x-raying of station equipment is being conducted, the area shall be barricaded with warning signs posted and an audible area evacuation alarm shall be announced over station public address system. The announcement shall identify the location of x-raying. When x-raying is complete, an audible announcement of "All Clear" on the area station public address system shall be sounded.
- 3600.2 Never look directly into a laser beam.
- 3600.3 Avoid any mirror-like laser reflection.
- 3600.4 Never use viewing instruments (binoculars, etc.) to look directly into a laser beam.
- 3600.5 Keep laser stationary when laser beam is activated.
- 3600.6 Appropriate eyewear shall be utilized, where required.
- 3600.7 Follow all manufacturer's precautions listed for laser equipment.
- 3600.8 Remove power source if possible when equipment is not in use.

***Radiation and Lasers***

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**3700 RESPIRATORY PROTECTION**

- 3700.1 The facility specific Respiratory Protection Program provides Respiratory Protection requirements. FENOC NOP-OP-4301
- 3700.2 All employees who are exposed to dusts, gases, vapors, or other contaminants that exceed the permissible exposure limits, or if required by Company policy, are required to wear respiratory protection.
- 3700.3 If the respiratory hazard or work space condition is unknown, the atmosphere is to be considered to be Immediately Dangerous to Life and Health (IDLH) until proven otherwise.
- 3700.4 Half-face respirators may be used for non-radiological applications as directed by the Site Safety Specialist.

*Respiratory Protection*

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3800 **SCAFFOLD STANDARDS**

- 3800.1 Erect and maintain scaffolding according to manufacturer's requirements and site procedures, when applicable.
- 3800.2 Only employees who have completed Scaffold User training are allowed to use scaffolding. This includes all personnel (contractor, vendor, FE Generation, NRC, etc.).
- Notify supervision if any issues are identified with the construction of the scaffold.
- 3800.3 Do not access scaffold that is red tagged (not approved for use).
- 3800.4 Verify the green scaffold tag has appropriate dates and authorizations that allow access to the scaffold prior to use.
- 3800.5 Tags shall be posted at ground level to warn personnel.
- 3800.6 Ensure motorized scaffolding is operated by trained personnel.
- 3800.7 Use ropes/leather or canvas tool buckets to lift materials onto scaffold platforms. Do not overload tool buckets, Emergency Battery Lighting battery canvas bags and/or 5' canvas scaffold pole bags. Do not carry materials in your hands when climbing.

*Scaffold Standards*

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- 3800.8 Tools, material and debris shall not be allowed to accumulate on a scaffold in quantities which may create a hazard. Large tools shall be secured to the scaffold when not in use.
- 3800.9 Guard rails and toe boards or fall protection shall be in accordance with the site scaffold program.
- 3800.10 Refer to the Barricades and Barriers Section of this manual for appropriate posting for scaffold erection.
- 3800.11 Access ladders shall be used to climb the scaffold.
- 3800.12 Do not access an untagged scaffold.
- 3800.13 Scaffolding built around energized equipment shall be evaluated by a qualified electrician for possible grounding.
- 3800.14 Only trained and authorized employees are permitted to build or use scaffolding.
- 3800.15 Workers will only access approved scaffolds.
- 3800.16 Scaffolds shall be constructed with netting to the mid-rail whenever scaffolding is directly over passageways or over personnel working below, at a minimum.
- 3800.17 Scaffolds should have toe boards according to site scaffold procedures.

**Scaffold Standards**

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- 3800.18 Scaffolds shall be constructed so that the scaffold deck does not have gaps or openings. Scaffold should be constructed as close to a vertical surface as possible. Gaps between the horizontal work surfaces and vertical surfaces should be covered to prevent any small items from falling through the openings.
- 3800.19 Scaffolds (high traffic volume) should have well wheels with canvas bags attached for raising and lowering equipment.
- 3800.20 Barricaded areas shall be established as needed to ensure personnel are not exposed to dropped materials.
- 3800.21 When erecting/dismantling scaffold or when work activities on the scaffold have the potential for dropping materials, the area below shall be barricaded.
- 3800.22 No worker shall modify any part of the scaffold after the scaffold is erected and tagged for use. Scaffold modifications can only be completed by qualified workers.

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3900 **SLIPS, TRIPS, AND FALLS PREVENTION**

3900.1 Eyes on Path

- When walking, if distracted pause and regain focus
- Ascending and descending stairs
- Material handling

3900.2 **Slip** – a loss of balance caused by too little friction between one's foot and a walking surface.

3900.3 Spills shall be cleaned up immediately or barricades and/or signs posted identifying the hazard.

3900.4 Floors shall be kept clear of material and debris.

3900.5 Keep walkways free of clutter and other obstacles.

3900.6 Secure mats, rugs and carpets.

3900.7 Non-skid tape, pressure-sensitive abrasive strips or non-skid paint may be used in work area.

3900.8 Roadways, sidewalks, throughways, designated walking areas shall be kept clear of ice and snow.

*Slips, Trips, and Falls Prevention*

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- 3900.9 Trip - hit an object, lose your balance and fall.
- 3900.10 File cabinet or storage drawers shall be closed when not in use.
- 3900.11 Cables, cords, wiring shall be hung overhead.
- 3900.12 If cables, cords, wiring or hoses cannot be hung overhead then cables, cords, or wiring shall be laid across the walkway and covered with a low profile wire way.
- 3900.13 Work areas and walkways shall be well lit.
- 3900.14 Uneven surfaces shall be abated or visible postings shall be in place to alert employees of potential trip hazard.
- 3900.15 Fall - when you lose your balance & drop to the floor.
- 3900.16 Employees shall not jump from one level to another.
- 3900.17 Employees shall not jump off a loading dock, ladder, step, stairway, flatbed truck, etc.
- 3900.18 It is expected that personnel refrain from stepping, standing or walking on plant equipment when performing work tasks. Temporary work platforms, ladders or other means shall be considered in lieu of standing on piping or equipment.

***Slips, Trips, and Falls Prevention***

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3900.19 No employee or contractor workers are permitted to walk on top of operating equipment such as (but not limited to): large fans, boiler structure and ductwork, or large AQC equipment where falling into the equipment creates an immediate risk to life or health of the employee or contractor workers. This rule applies when the unit is on line or any time shortly after the unit is removed from service.

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**4000 TAGGING PRACTICES**

- 4000.1 The Clearance/Tagging Program shall be followed whenever any piece of equipment that involves a hazardous energy source is to be worked on.
- 4000.2 FENOC NOP-OP-1001, Clearance/Tagging Program addresses the control and use of clearances within the generating portions of FENOC Power Plants and for their electrical transmission system up to and including the interface with their transmission system operator per 29 CFR 1910.269. Transmission equipment and auxiliaries, solely controlled by the transmission system operator, use the clearance program of the transmission system operator.
- 4000.3 Fossil FGPR-SAF-0037, Fossil Clearance Program, addresses the control and use of clearances for fossil operations.
- 4000.4 FirstEnergy Building Facilities Energy Control Program - Lockout/Tagout controls tagging of non-generating (commercial) portions of Generation Facilities Sites per 29 CFR 1910.147.
- 4000.5 Specific authorization shall be granted before a piece of equipment is removed from service.

*Tagging Practices*

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**4000.6** Any piece of equipment that is tagged out or locked out of service shall never be placed in service until it has been released as per the provisions of the facilities Clearance/Tagging Program.

**4001 FENOC Sites And Fossil Operations:**

**4001.1** The following rules shall be observed for any tag/device protecting personnel and equipment. A violation of these provisions may result in serious injury or death to yourself or a co-worker:

- **DO NOT OPERATE Red TAGGED EQUIPMENT**
- **DO NOT WORK ON Red TAGGED EQUIPMENT**
- **DO NOT REMOVE Red TAGGED EQUIPMENT**
- **DO NOT REMOVE Red TAG UNLESS AUTHORIZED**



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**4100 VEHICLE SAFETY**

- 4100.1 Mobile Equipment not limited to the following, earth moving equipment, mobile cranes, aerial lifts, fork lifts, etc., shall be operated by only trained authorized personnel.
- 4100.2 It is the responsibility of every employee certified to drive a company vehicle to know and obey all State and Local traffic laws and to be familiar with and abide by Company rules and practices dealing with the safe and proper operation of vehicles and trailers.
- 4100.3 When riding in, operating or utilizing a vehicle:
- If seat belts are provided, they shall be worn.
  - Ride in seats designed and approved for passenger use, unless the vehicle is designed to be driven standing up.
  - Personnel shall not be transported in the cargo areas of vehicles.
  - When backing a vehicle, the driver should be assisted by a member of the crew who is in a position to observe the truck's clearances and communicate with the driver. The spotter shall stand in a safe position.

**Vehicle Safety**

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- If the driver is alone, visually inspect the area around the vehicle prior to entering and backing the vehicle.
- Back-up alarms shall be serviceable on equipment they are installed on and shall be loud enough and distinguishable in the environment they are used.
- When parking, secure the vehicle from movement by leaving the transmission in "park" or in gear, setting the emergency brake, turning the wheel to the curb or using wheel block(s) as required by the particular situation.
- When accessing tractor/trailer beds, utilize appropriate ladders, steps or grab rails.
- Adhere to posted speed limits.
- Where objects extend more than four (4) feet beyond the rear of the truck, mark the projecting object with a red flag by day and a red light by night.
- Remove the ignition key before leaving a parked vehicle unattended—unattended vehicles shall not be left idling.
- All vehicles shall be shut off during loading/unloading activities.

**Vehicle Safety**

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- All doors shall be secured before vehicle is placed in motion.
- Hands and feet shall be kept inside the vehicle at all times.
- Every employee shall use care and caution when entering or exiting any vehicle to prevent slipping or falling. Sound footing and secure grips on handles shall be maintained.
- All vehicle incidents shall be documented on the appropriate traffic accident report form.
- Equipment lift gates on rear of lift trucks shall not be used to lift/lower personnel.

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**4200 MOTOR VEHICLE TRANSPORTATION**

**4201 Motor Vehicle Transportation**

- 4201.1 This section applies to all company and personal vehicles utilized during company business on roadways requiring a valid driver's license.
- 4201.2 Employee operator of a motor vehicle or equipment shall obey all applicable traffic laws.
- 4201.3 Only a qualified employee having a valid state issued license of the appropriate class shall be permitted to operate motor vehicles.
- 4201.4 Personnel shall secure seat belts prior to the vehicle being moved.
- 4201.5 No vehicle shall be operated in an unsafe condition.
- 4201.6 When parking a vehicle, the operator shall turn the engine off, secure the brake, and leave the transmission in gear, park or neutral depending on manufacturer's recommendation. If parking on an incline, the wheels shall be turned toward the curb when front of vehicle is facing downhill or on level and away from the curb when the front of the vehicle is facing uphill.
- 4201.7 All large vehicles shall be secured by chocks when necessary.

**Motor Vehicle Transportation**

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- 4201.8 Operator of a motor vehicle shall be conscious of road and weather conditions and drive accordingly. Headlights shall be turned on during periods of rain, low visibility and at night.
- 4201.9 Employee in charge of a vehicle shall be responsible to ensure that all materials are secured before operating the vehicle.
- 4201.10 Operator of a vehicle shall be certain that each passenger is safely seated within the vehicle before operating the vehicle.
- 4201.11 If a vehicle should become disabled on or adjacent to the highway, the following shall be done immediately:
- a. Turn on four way emergency flashers.
  - b. Move vehicle as far off of the traveled surface as possible.
  - c. Take necessary precautions to warn traffic.
  - d. Do not step out into highway.
- 4201.12 Back shelf or the dash of vehicles shall not be used for storage of loose items.
- 4201.13 All vehicle incidents shall be reported promptly to your immediate supervisor.

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4201.14 No employee shall perform work or operate a vehicle while wearing or using one or more headphones, earphones, or any similar device that would impair the employee's ability to hear. This does not include personal hearing aids, cell phone hands free devices, and hearing protection.

**4202 Vehicular Maintenance**

4202.1 Engines shall not be operated in enclosed garages unless adequate exhaust removal is provided.

4202.2 Prolonged skin contact with solvents or motor oil shall be avoided.

4202.3 Gasoline shall not be used for cleaning or degreasing. Only approved solvents shall be used.

4202.4 When performing work under a vehicle, the vehicle shall be secured to prevent incidental movement or lowering.

4202.5 Servicing of multi-piece rim wheels shall be performed only by qualified individuals trained in performing this work.

4202.6 Dump bodies, tilt cabs, and hydraulic booms shall be blocked to prevent incidental lowering while work is performed under them.

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- 4202.7 An approved work method shall be used to perform maintenance on brake and clutch assemblies. Pressurized air shall not be used to clean brake assemblies.
- 4202.8 Vehicle engine shall be stopped before maintenance is performed except for adjustments that require the engine to be running.
- 4203 Trailers**
- 4203.1 Ensure trailer is shored (i.e. attached to vehicle, Jack stands or other type of trailer supports) and on level ground when loading and unloading
- 4203.2 Do not exceed tow rating of vehicle or equipment. Refer to manufacturer's recommendations. Keep center of gravity low and centered over axles.
- 4203.3 Ensure hitch coupler and safety chains are secured and operating properly. Inspect trailer, vehicle, wiring systems (lights), and other equipment using appropriate checklist when towing trailer or other equipment prior to operation.

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4300 **WELDING AND THERMAL CUTTING**

- 4300.1 The primary hazards during welding/cutting operations are electric shock, burns, radiant heat energy, toxic fumes (i.e. hexavalent chromium, lead, cadmium), explosions, and fires. Welding on any pulverized coal containing systems/coal pipes, is not permitted unless flushed. Adequate precautions shall be taken to guard against all of these hazards. Respirators with P100 filters are required unless local exhaust ventilation is utilized.
- 4300.2 Ensure that all welding/cutting operations are performed in compliance with the site Hot Work Procedure.
- 4300.3 Remove or adequately protect all combustible materials within 35 ft. of welding or cutting operations before such operations commence.
- 4300.4 Ensure a fire extinguisher is available at all welding or cutting operations.
- 4300.5 Only open cylinder valves 1/4 turn on flammable gas cylinders. Personnel shall stand away from regulators and gauges when opening cylinder valves. Maintain acetylene gas pressure below 15 psig, and protect hoses from damage during hot work operations.

*Welding And Thermal Cutting*

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**4300.6** Wear the following personal protective equipment when conducting welding/cutting operations:

- a. Approved welding helmet (fitted with the proper shade of lens) with safety glasses shall be worn under welding shields to protect against flying scale when the shield is raised or when chipping slag.
- b. Leather gauntlet style gloves or gloves designed for the specific welding/cutting in progress.
- c. Long sleeve shirts shall be worn with the sleeves rolled down and buttoned and the flaps to the shirt pockets buttoned.
- d. Pants shall be long enough to cover the top of the boot and the legs should be straight without cuffs.
- e. Welding jacket, pants, weld coveralls or flame retardant PC's, as appropriate. Garment shall be free of grease or oil.
- f. Powered Air Purifying Respirators (PAPRs) shall be non-flammable and designed for hot work use.
- g. Clothing around the neck and wrist shall be secured at all times to reduce the potential for burns from slag.

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**NOTE:** Prior to removing coatings refer to the Lead section.

- 4300.7 Strip surfaces of all preservative coatings for a distance of at least one inch on each side from the area of welding prior to beginning work. If cutting or heating is to be performed, where possible strip the surfaces of all protective coatings for a distance of at least four inches from the area of heat application prior to the cutting or heating.
- 4300.8 Examine welding cables, fittings, and apparatus for wear and/or damage prior to use.
- a. Replace or repair cables with damaged insulation or conductors to achieve the insulating quality, conductivity and water tightness of the original cable.
  - b. Use connectors specifically intended for the purpose of splicing of welding cable.
  - c. Ensure that workers or other personnel adjacent to the welding areas are protected from radiant energy by non-combustible or flame-resistant screens or shields.
- 4300.9 When welding or cutting is being performed in a confined area, leave gas cylinders or welding power source outside the confined area.

**Welding And Thermal Cutting**

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- 4300.10 Secure cylinders and portable equipment that are mounted on wheels to prevent incidental movement.
- 4300.11 When welding or thermal cutting operations are being performed above any openings (e.g., grating) or equipment (e.g., cable trays) take measures to protect against falling weld spatter, slag, and molten metal.
- 4300.12 Potential weld flash hazards exist near highly reflective material (i.e., PNPP Drywell Bioshield Wall). Cover your work area with non-reflective, non-combustible material.
- 4300.13 See-through screens are not intended to provide protection against prolonged direct observation of a welding arc. Weld flash screens shall be placed around welding operations to prevent weld flash to personnel in the area or passing by the weld operations.
- 4300.14 Keep unshielded chlorinated solvents away from an exposed electric welding/cutting arc.
- 4300.15 Ensure surfaces prepared with chlorinated solvents are thoroughly dry before being welded.
- 4300.16 Before heat is applied to a drum, container or hollow structure, provide a vent or opening for the release of any built-up pressure during the application of heat.

**Welding And Thermal Cutting**

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**4400 WATER SAFETY**

- 4400.1** Wear a life jacket or a safety harness and lanyard while working around unprotected marine structures or open water where no guardrail or fencing is installed. A throw ring with a life line or equivalent shall be available at the work site.
- 4400.2** All employees in boats or on rafts shall wear an approved flotation device with straps fastened.
- 4400.3** An approved life ring with 90 feet of rope attached shall be located in the work area or in the boat when two or more employees are working in or from the boat.

**Water Safety**

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Title: Human Performance Handbook	Revision 06	Page 1 of 40

## HUMAN PERFORMANCE HANDBOOK

Effective Date: \_\_\_\_\_

Approved By: \_\_\_\_\_  
Program Manager Date

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This handbook is intended to be a tool for workers and supervision and provides a handy reference that describes the FirstEnergy Generation human error prevention tools.

It is intended to be a pocket guide to be used in the field. If there is a conflict between this handbook and the source document, then the source documents take precedence.

**This Handbook is for reference only.  
Refer to FileNet for current revisions of source  
policies, procedures and business practices.**

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**Message from the President, FE Generation**

**GOAL**

"Everyone working together to improve behaviors and processes for safe and event-free performance."

**FOCUS**

"My task, my plant, my fleet...safe and event-free."

**STANDARDS and EXPECTATIONS**

Minimizing human error is absolutely essential to the success of FirstEnergy Generation. The tools in this handbook complement and build on our existing training and processes. By using them consistently, we will improve our behaviors, strengthen defenses and prevent consequential events.

Event-free performance will enable us to achieve our vision of being the recognized U.S. leader in competitive energy generation.

The event-free tools and associated techniques in this handbook are expected to be used and will enable us to create a culture where how each job is done becomes as important as getting the job done!

Jim Lash - President, FE Generation

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### **HUMAN PERFORMANCE PRINCIPLES**

- People are fallible, and even the best make mistakes.
- Error-likely situations are predictable, manageable, and preventable.
- Individual behavior is influenced by organizational processes and values.
- People achieve high levels of performance based largely on the encouragement and reinforcement received from leaders, peers, and subordinates.
- Events can be avoided by understanding the reasons mistakes occur and applying the lessons learned from past events.

### **Mistakes**

Mistakes are actions that unintentionally depart from an expected behavior according to a standard.  
FirstEnergy Generation encourages:

- Self-identification of human errors
- Participation in the corrective action process to define the cause and corrective actions associated with the error
- Commitment to internalizing individual learning.

Mistakes are occurrences of human nature and no disciplinary action is suggested provided learning occurs to prevent recurrence of the error.

### **Error Traps & Recommended Tools to Use**

#### **Assumptions**

*Peer Check, First Check, Questioning Attitude, 2-Minute Drill, PreJob Brief*

#### **Change/Off Normal**

*Self Check, Peer Check, First Check, 3-Way Communication, Questioning Attitude, Stop When Unsure, Flagging Robust Barriers*

#### **Distractions/Interruptions**

*Self Check, 2-Minute Drill, Procedure Use & Adherence*

#### **First Shift/Late Shift**

*Self Check, Peer Check, Procedure Use & Adherence, Verification Practices*

#### **First Time Performance**

*Peer Check, First Check, Questioning Attitude, 2-Minute Drill*

#### **Mental Stress**

*Procedure Use & Adherence, Questioning Attitude, Stop When Unsure, PreJob Brief*

#### **Multiple Tasks**

*Self Check, Peer Check, Procedure Use & Adherence, Questioning Attitude, Stop When Unsure,*

#### **Overconfidence**

*Procedure Use & Adherence, Verification Practices, PreJob Brief*

#### **Peer Pressure**

*Procedure Use & Adherence, Questioning Attitude, Stop When Unsure, PreJob Brief*

#### **Physical Environment**

*Self Check, 3-Way Communication, PreJob Brief, 2-Minute Drill, 2-Foot Zone Rule*

#### **Similar Components/Similar Labels Nearby**

*Self Check, Peer Check, First Check, Flagging/Robust Barriers, Questioning Attitude, Stop When Unsure*

#### **Time Pressure**

*Self Check, Procedure Use & Adherence, Questioning Attitude, Stop When Unsure, PreJob Brief*

#### **Vague/Interpretive Guidance**

*First Check, Peer Check, 3-Way Communication, Questioning Attitude, Stop When Unsure, Verification Practices*

### **2-FOOT ZONE RULE**

#### **What**

The "2-Foot Zone Rule" is an error prevention action required to be used by personnel per NOBP-OP-1014, Component Control Program, and implementation. This rule maintains a distance of two (2) feet from positionable or trip sensitive components in the plant to prevent inadvertent bumping or mispositioning of components. Entry within this zone is permissible following an appropriate Pre-Job Brief or a completed 2-Minute Drill at the job site.

#### **Why**

To heighten the awareness of plant personnel to the risk of inadvertent bumping or mispositioning of positionable or trip sensitive components.

#### **When**

- When performing work activities in the plant within two (2) feet of positionable or trip sensitive components, the risk and awareness of inadvertently bumping or mispositioning components will be discussed as part of a Pre-Job Brief or evaluated at the job site using the 2-Minute Drill.
- Select areas within the plant have been pre-designated as "2-Foot Zones". These areas have been selected based upon the susceptibility for inadvertent bumping or mispositioning of components. 2-Foot Zones have "Stay Clear" signage and markings to alert personnel.

### **2-FOOT ZONE RULE (Continued)**

- Application of the "2-Foot Zone Rule" is NOT limited to only work activities in pre-designated 2-Foot Zones. Instead, personnel need to use the "2-Foot Zone Rule" when performing work activities in the plant within two (2) feet of positionable or trip sensitive components.

#### **How**

- Maintain a distance of at least two (2) feet from positionable or trip sensitive components in the plant unless a Pre-Job Brief or 2-Minute Drill has been performed, with the following exceptions:
  - Operator rounds
  - Maintenance walkdowns (no work)
  - Radiation Protection surveys
  - Chemistry routines with no component manipulations
  - Normal travel through the plant when space limitations will not allow staying outside a 2-Foot Zone.
- WHEN traversing through the plant carrying equipment, security weapons, or with equipment in tow, such as ladders, pushcarts or scaffolding and entry into a 2-Foot Zone along the travel path cannot be avoided, THEN perform a Pre-Job Brief or 2-Minute Drill prior to entry into the 2-Foot Zone.

**2-FOOT ZONE RULE (Continued)**

- WHEN working in a 2-Foot Zone, THEN equipment such as tools, ladders, push carts, scaffolding poles, shall remain outside the 2-Foot Zone until work is ready to commence and then be removed from the zone upon completion of the work activity or the end of the workday, unless properly restrained in accordance with NOP-OP-1012 Material Readiness and Housekeeping Inspection Program.
- Obtain Operations Supervisor approval prior to running or staging hoses, cords, etc., through a 2-Foot Zone.
- Evaluate utilizing Flagging or installing Robust Barriers for positionable or trip sensitive components within two (2) feet of the work area.

### **EFFECTIVE COMMUNICATION**

#### **What**

Effective Communication is clear, concise, and free of ambiguity. It is provided in a way that minimizes the chance of being misunderstood. It is usually performed using Three-Part Communications, the phonetic alphabet and the noun names of equipment and components.

#### **Why**

- To minimize the potential for making errors.
- To provide for the accurate, complete, concise, clear, and error-free transfer of information.
- To ensure the receiver of the message listens to and understands the message the sender intended to send.

#### **When**

- In the plant, exchanges of information that direct manipulation of plant equipment require the use of three-part communication.
- In meetings, verbal communications associated with actions to be completed

#### **How**

Effective Three-Part Communication is the responsibility of both the **Sender** and **Receiver**.

1. The **Sender** communicates the message in as clear and concise a manner as possible using proper noun name or acronym and phonetics as follows:

- Address the intended Receiver by name(s) or title(s)

**EFFECTIVE COMMUNICATION** (Cont)

- Speak clearly and obtain the attention of the intended Receiver
  - Require confirmation from the Receiver of the information
2. The Receiver listens to the message to ensure understanding.
  3. The Receiver then repeats back the message in sufficient detail to permit the Sender the ability to detect any errors or misunderstandings in the original message.
  4. The Receiver should also maintain a Questioning Attitude.
    - a. IF the Receiver has a question or does not understand a person's message, THEN identify to the Sender that a question exists or clarification is needed (e.g., "Say again please.").
  5. The Receiver must then wait and take no action until the message is confirmed by the Sender as having been received correctly.
  6. The Sender should listen to the Receiver's repeat-back to acknowledge the message has been understood correctly and indicate that the repeat back is either correct or wrong.
    - a. IF the Receiver's repeat back is satisfactory, THEN the Sender should acknowledge by stating "Correct."
    - b. IF the Receiver's repeat back is not satisfactory, THEN the Sender should stop the Receiver by stating "Wrong." The Sender must then repeat the original communication.

**EXAMPLE:**

**Sender -** "Name or title, start unit one service water pump one alpha."

**Receiver -** "I understand you want me to start the unit one service water pump one alpha."

**Sender -** "That is correct."

Words that could be mistaken for each other such as "increasing" or "decreasing" should be avoided. Instead, use words such as "raising" or "lowering" in lieu of words that sound the same and could be mistaken for each other.

Communicate indicator readings in the format of **PARAMETER - VALUE - TREND** (with rate when appropriate).

**EXAMPLE:** Reactor pressure is one thousand psig and lowering.

The Phonetic Alphabet should be used when orally communicating alpha-or alphanumeric designations that distinguish between similar labeled components. For example, "A1" is spoken as "alpha-one," etc.

<u>Alpha</u>	<u>Hotel</u>	<u>Oscar</u>	<u>Victor</u>
<u>Bravo</u>	<u>India</u>	<u>Papa</u>	<u>Whiskey</u>
<u>Charlie</u>	<u>Juliet</u>	<u>Quebec</u>	<u>Xray</u>
<u>Delta</u>	<u>Kilo</u>	<u>Romeo</u>	<u>Yankee</u>
<u>Echo</u>	<u>Lima</u>	<u>Sierra</u>	<u>Zulu</u>
<u>Foxtrot</u>	<u>Mike</u>	<u>Tango</u>	
<u>Golf</u>	<u>November</u>	<u>Uniform</u>	



### **EFFECTIVE TRAINING**

#### **What**

Effective Training is the process of preparing an individual or team to successfully perform a task by providing or verifying the knowledge and skills needed to safely and correctly perform a specific job, function, or task.

#### **Why**

To ensure that people have the knowledge and skills needed to safely and correctly perform a specific job, function, or task.

#### **When**

Effective training is used any time a new skill knowledge or qualification is needed to perform a task or to improve or refresh an already existing knowledge skill and/or qualification.

#### **How**

- Verify the qualifications of all individuals on the job team by checking the approved qualification matrix.
- For high risk, complex, or seldom performed tasks, consider the use of a mock-up session, just-in-time training or a task review and practice session.

### **FIRST CHECK**

#### **What**

First Check is a remote Peer-Check technique. It is the act of an individual or group establishing oral communication with the dispatching facility or job supervisor.

#### **Why**

First Check is performed to ensure the first component manipulation for a specific task is performed on the proper component, train and unit.

#### **When**

First Check is performed as directed by the work supervisor or job lead or as a result of the Job Preview or Pre-job Brief discussion.

#### **How**

First Check is performed by one of the following methods:

- Physical and/or eye contact with the component during communications
- Flagging of the component

First Check is performed prior to the start of work as follows:

1. Verify the proper step intended to be performed, proper unit, proper train, and/or component using Self-check techniques.

**FIRST CHECK** (Cont)

**NOTE**

If communications with the dispatching supervisor or authority is only possible by losing contact with the component, then the component should be Flagged before leaving to communicate.

2. Contact the dispatching supervisor or authority without losing physical and/or eye contact with the component to validate that the correct component, train, or unit has been selected by reading the component label to the dispatching supervisor or authority.

### **FLAGGING / ROBUST BARRIERS**

#### **What**

Flagging is a distinct form of marking that is used to identify components to be worked on or manipulated. A Robust Barrier is a mark, cover or other device placed on components not being worked.

#### **Why**

Individuals can get easily distracted or disoriented and get on the adjacent component without a visual cue that something is incorrect. This technique prevents individuals from inadvertent bumping or mispositioning of components and access to incorrect components, train, or unit.

#### **When**

Robust operational barriers or flagging should be considered if multiple similar components exist within close proximity (within two (2) feet ) and/or components will be manipulated multiple times.

#### **How**

- Determine use of flagging or robust barriers during the prejob brief or 2-Minute Drill at the job site.
- Flagging (right component) is used for components that are to be worked on and manipulated multiple times (e.g., flags, markers, tags).
- Robust operational barriers are used to designate components that are not to be manipulated (e.g., rope, paper, chains or other physical barriers).
- Barriers or flagging shall remain in place while the work is "in progress."

**JOB PREVIEW and SAFER DIALOGUE****What**

The supervisor should identify the jobs (typically those that are simple or repetitive and low risk) that will require only a Job Preview prior to performance and not a Pre-Job Brief. Suggested Briefing Styles and Types, should be used as a guide in making this decision.

	Low-Risk	Medium or High-Risk
Simple or Repetitive	Job Preview or a Pre-job Brief	Pre-Job Brief and Post-Job Brief
Complex or Infrequent	Pre-Job Brief and a Post Job Brief	Pre-Job Brief and a Post-Job Brief in addition to an IPTE Brief

### **JOB PREVIEW (Cont)**

#### **When**

The supervisor will notify appropriate workers of the specific jobs they may perform without a Pre-Job Brief (with only a Job Preview).

A Job Preview is expected to be performed prior to all assigned jobs, regardless of whether or not a Pre-Job Brief will also be conducted.

#### **How**

All workers should perform a Job Preview by mentally conducting a "SAFER" dialogue before any associated Pre-Job Brief(s) to identify any job hazards, Critical Steps, Error-Likely Situations, Potential Consequences and Flawed Defenses associated with each job assigned.

A **Critical Step** is a procedure step or action that, if performed incorrectly, will cause irreversible, intolerable harm to plant equipment, people, or significantly impact plant operation.

Examples: "landing an electrical lead, being on right equipment, pulling a fuse, manipulating a switch, touching rotating equipment, entering a confined space, use of fall protection, stopping at stop sign.

**JOB PREVIEW** (Cont)

"SAFER" is an acronym for:

- S – Summarize the critical steps; error likely situations and job hazards
- A – Anticipate error-likely situations
- F – Foresee any consequences of any possible errors (What is the worst that can happen?)
- E – Evaluate Defenses/Barriers
  - Event Free Tools – (Which ones are needed, are we using?)
  - All signed on the right clearance?
  - Proper/Adequate PPE
  - Proper/Adequate equipment
  - Proper/Adequate oversight
- R – Review operating experience (OE)
  - Was OE provided at the brief?
  - Do we understand how OE applies?

Have all of our questions been answered?

### **OBSERVATION AND COACHING**

#### **What**

An **Observation** is the act of observing and documenting individual and/or organizational performance during a task in the field, briefings, meetings or a training setting.

**Coaching** is the act of recognizing, commending, and reinforcing desired behaviors or addressing undesired behaviors of individual/group performers through direct interaction, feedback, collaboration and positive relationships.

#### **Why**

Observations are performed to improve individual and plant performance by:

- Providing coaching opportunities to ensure expectations and standards are known
- Identifying and correcting at-risk and error-likely behaviors and job-site conditions
- Identifying and reinforcing expected behaviors and
- Identifying program, process and procedure weaknesses (latent errors or flawed defenses),

#### **When**

All individuals are to identify and correct behaviors of others that do not meet established standards and expectations for performing work. Documenting this in either the electronic Observation or KIP Card Program is strongly encouraged.



### **OBSERVATION AND COACHING (Cont)**

#### **How**

Coaching is an integral part of improving safety and human performance through the act of feedback without the fear of reprisal, retaliation, or hesitancy to correct a safety or other human performance issue. Discuss the results of your observations with the person observed.

The following criteria are used when determining the quality of an observation:

- Where appropriate, constructive feedback was provided.
- Where a positive behavior or improvement Opportunity item is identified during the observation, written comments are made providing appropriate details on that item.
- Comments provide clear and concise opportunities for improvements including and, where appropriate, suggestions regarding other activities or processes that may benefit from this observation.
- Areas identified in need of immediate action were discussed with the observed individual and/or their supervisor immediately following the observation.
- The observation was entered into the database in a timely manner and routed to appropriate personnel.
- The data entry was filled out completely providing pertinent information regarding the observation.

### **PEER CHECK**

#### **What**

A Peer-Check is a series of actions by two individuals working together at the same time and place, before and during a specific action, to prevent an error by the performer.

#### **Why**

- To provide an in-process second check of intended actions BEFORE the actions are taken.
- To minimize the potential for making mistakes.

#### **When**

People can apply Peer-Checks at any time to any work situation. The intent is to prevent an error by the Performer.

#### **How**

- The performer self checks the correct component.
- The peer self-checks the component.
- The performer and peer agree on the action to take and on which component.
- The peer observes the performer before and during execution, to confirm the performer takes the correct action on the correct component.
- The performer executes the intended action on the correct component.
- If the performer's action is inconsistent with the intended action, the peer stops the performer.
- If the performer's action is consistent with the intended action, the peer informs the performer that the action taken is correct.

### **PLACEKEEPING**

#### **What**

Placekeeping is a situational awareness and operating configuration management tool. It involves physically marking steps in a procedure or other guiding document that have been completed or that are not applicable.

#### **Why**

- Effective placekeeping prevents omitting or duplicating steps.
- Placekeeping is particularly important for plant status and configuration control.
- Placekeeping will ensure that we are always in "positive control" of plant equipment.

#### **When**

Placekeeping is to be used whenever written instructions are being referred to directly to perform an action. Specifically, placekeeping is used for:

- Work instructions within work order packages
- "Step-by-step" procedures
- Sections of "In-Field Reference Use" procedures that manipulate positionable components
- Cautions, Warnings, and Notes in procedures

Use the Circle/Slash method in conjunction with initial or signoff steps. The Circle/Slash method ensures the step is performed in the proper sequence and the initial/signoff denotes that the expected results of the action have been achieved.

**How**

The placekeeping technique for Step-by-Step written instructions is the "Circle/Slash" method including steps with signature or initial blocks. This method is a four step process:

1. Circle the step to be performed.  
This indicates there is:
  - An action to be performed, or
  - A decision to be made, or
  - Information being provided
2. Read and understand the step in its entirety.
3. Take the appropriate actions. This may be:
  - Performing an action
  - Making a decision (IF...THEN...)
  - Understanding the information
4. Mark the step as no longer requiring action by placing a slash through the circled step number.  
This indicates that:
  - Performance steps were completed as written
  - Decisions were made as required and steps are marked N/A in accordance with this procedure or the governing work order procedures
  - Information was read and understood.

**Example:**

- ①2 Class LWS-AOV-188, TW Black Valve. (circle step to be performed)
- ①2 Class LWS-AOV-188, TW Black Valve. (circle the step)
- ①2 Class LWS-AOV-188, TW Black Valve. (circle the step as written)
- ①2 Class LWS-AOV-188, TW Black Valve. (circle through the circle)

For Additional Placekeeping Examples refer to Attachment 1 of  
NOP-LP-2601 Procedure Use and Adherence

### **POST-JOB BRIEF**

#### **What**

A Post-Job Brief is a regular self-assessment method conducted after a work activity to solicit feedback from the workers.

#### **Why**

- To understand what issues and barriers were identified during task performance.
- To solicit feedback on work process improvements needed.

#### **When**

- If previously identified during the job brief.
- If safety or job execution are challenged or improvement opportunities exist.

#### **How**

Ask questions similar to the following:

- Were there any surprises?
- Did you get the results you expected?
- Were procedures adequate and accurate?
- Should the job be done this way in the future?
- Are there any conditions that need correction before this job is done again?
- Were planning and scheduling optimized to reduce potential for human error?
- Were resources and information sufficient?
- Was training appropriate and effective?
- Were work processes efficient and supportive?
- What lessons were learned that need to be captured and passed on to others?
- Did supervision provide needed support and appropriate guidance when necessary?

### **PRE-JOB BRIEF**

#### **What**

A Pre-Job Brief is a meeting of workers and supervisors conducted before performing a job to discuss the tasks involved, hazards, and related safety precautions. This meeting helps individuals to better understand what to accomplish and what to avoid. Pre-Job Briefs help participants avoid surprises in the field and reinforce the idea that there are no "routine" activities.

#### **Why**

- To ensure understanding of task scope, precautions and sequence
- To provide an opportunity to ask questions and raise concerns
- To prevent events by using operating experience to identify similar error precursors and weaknesses

#### **When**

Conduct a prejob brief before all activities having the potential to challenge plant reliability or nuclear, radiological or personnel safety.

#### **How**

- Provide all job participants with adequate opportunity to review the document(s) that will direct the work (e.g., work order, procedure, instruction) to allow for a Job Preview to occur before the Pre-Job Brief.
- Ensure attendance, by all people involved in the job, at one Pre-Job Brief if at all possible.
- Ensure the minimum required elements of a Pre-Job Brief are covered by using approved Pre-Job Brief checklists when available.
- Conduct the Pre-Job Brief as a dialogue, ensuring engagement of all participants by asking questions.

#### **PROCEDURE/WORK ORDER USE & ADHERENCE**

##### **What**

Procedure Use and Adherence means that individuals understand the procedure's intent and purpose and the need to follow it as written.

##### **Why**

- To ensure the correct actions are performed in the proper sequence.
- To minimize the potential for making mistakes.
- It's a requirement supported by federal law.
- Ensures that we stay in "positive control" of the plant; the only thing that happens is what we expect to happen.

##### **When**

AT ALL TIMES that procedure requirements exist.

##### **How**

Unless otherwise directed, we perform all steps in the order written. The level of use designation identifies how the procedure is to be referenced during performance of an activity; it designates the minimum reference. There are three levels of use:

- Step By Step
- In Field Reference (work location)
- General Skill Reference

In Field Reference requirements apply to Work Orders. If the procedure or written instructions are unclear or cannot be performed as written:

1. STOP the activity.
2. Place the equipment in a safe condition.
3. Notify supervision.
4. Get help to resolve questions and concerns.

**Never proceed in the face of uncertainty!**

PROCEDURE/WORK ORDER  
USE & ADHERENCE

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**The following definitions apply to Procedure Use and Adherence:**

**Check** - To note a condition and compare with a requirement. Check does not allow the positioning or the alignment of switches, valves, etc.

**Confirm** - To use available indications (status lights, direct or indirect values of associated plant and system parameters, etc.) and/or physical observation to establish that the specified action has occurred; conditions are as stated, etc. Its use does not include an implied requirement or authorization to take or request action or achieve any conditions.

**Ensure** - To make sure or certain by taking necessary and appropriate actions without any expectation of the initial condition. Ensure allows the positioning or the alignment of switches, valves, etc. if authorized by plant procedures.

**Place** - Directs the positioning or the alignment of switches, valves, etc.

**Shall** - Denotes a requirement.

**Should** - A term denoting a recommendation. Although "should" is a recommendation, when used in a procedure step, it is a Generation expectation that "should" statements will normally be performed as written.

**Verify** - The act of substantiating and assuring that an activity or condition has been implemented in conformance with the specified requirements. Verify allows the positioning or the alignment of switches, valves, etc. if authorized by plant procedures and/or Control Room permission.

PROCEDURE/WORK ORDER  
USE & ADHERENCE

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### **QUESTIONING ATTITUDE**

#### **What**

A Questioning Attitude is a healthy uneasiness or wariness to the unexpected. Individuals are always expected to challenge assumptions and unexpected conditions or to confirm a detail when uncertainty exists.

#### **Why**

- To prevent performance errors.
- To ensure good decisions are made prior to performing a task by using a systematic process of questioning and information verification.
- To challenge preconceptions and assumptions.

#### **When**

Individuals should use a Questioning Attitude to improve procedures, work packages, job site conditions, and eliminate latent errors in programs and processes.

#### **How**

Questions are asked during the performance of the task to validate the Pre-Job Brief information and job site condition assumptions. The following are examples of items and questions used to identify and mitigate hazards:

- Avoid "Line of Fire"
- Sharp, hot or wet surfaces
- Pinch Point/clearance
- Emergency phone available
- Housekeeping satisfactory
- Confined spaces
- Overexertion. Heat stress
- Falling objects/suspended loads
- Changing workplace conditions

QUESTIONING ATTITUDE

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- Slips/ trips/ fall hazards
  - Bumping hazards for trip sensitive or positionable components
  - Adequate lighting and ventilation
  - Adequate means to enter and exit
  - Bending, lifting practices
  - Chemical spills
  - Electrical flash
  - Obstructions (pipes, beams, etc.)
  - Issues with medical condition
  - Do we recognize the risks?
  - Do we understand the worst thing that could happen and have we taken steps to prevent it?
  - Do we have a clear picture of what we expect to have happen?
  - Do we recognize when we are over-confident?
  - Do we understand that complex technologies can fail in unpredicted ways? Are we aware that latent problems can exist and are we making conservative decisions considering this potential?
  - Ensure information is consistent with your expectations and experience.
  - Consider the task in sufficient detail to identify areas of confusion or concern.
  - When areas of confusion or concern are identified, take time to resolve the issues.
  - STOP when unsure:
    1. STOP the activity.
    2. Place the equipment in a safe condition.
    3. Notify supervision.
    4. Get help to resolve questions and concerns.
- Never proceed in the face of uncertainty!**

QUESTIONING ATTITUDE

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**READE (Conservative Decision-Making)**

**What**

READE is a tool reinforcing a philosophy of conservatism to ensure safe response to knowledge-based situations.

**Why**

A deliberate method to respond to knowledge-based situations promotes better decision-making, where the choice to make is not clear.

**When**

A conservative approach is necessary during activities or processes that could affect safety.

**How**

**Recognize** the condition or situation that threatens safety

**Express** the situation in terms of consequence, if left alone, related to:

- plant safety and reliability
- personal safety and well-being
- environmental safety

**Appraise** the situation, with a Questioning Attitude, to identify conditions that could threaten safety

**Decide** what to do to resolve the situation safely. Compare appraisal to critical parameters, safety limits, or abort criteria. Stop when unsure. **Do not proceed in the face of uncertainty.**

**Evaluate** the effectiveness of the actions in achieving the desired results.

READE (Conservative  
Decision Making)

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### **SELF CHECK (STAR)**

#### **What**

Self-Check is a tool an individual uses to focus attention on the appropriate component, to think about the intended action and its expected response before performance, and to verify component condition after performance. STAR (Stop, Think, Act, and Review) is a technique to self check.

#### **Why**

To focus your attention before performing a specific action to ensure:

- The right actions are performed
- The desired results are achieved
- The potential for mistakes is minimized

#### **When**

For every task or job that has the potential to impact the physical plant

#### **How**

##### **STOP - The Performer will:**

- a. Pause before performing a task to enhance his or her attention to the task.
- b. Ensure the conscious brain is fully engaged in the activity and to focus attention and minimize distractions.

**THINK - The Performer will:**

- a. Identify the correct component, train, and unit before taking any action. Point at or touch the component to identify it as the correct component by comparing the component identification markings with those in the controlling document.
- b. Prior to performing any actions, verify the action to be taken is correct. This is best done by questioning the intended actions and understanding the given conditions and expected responses. Decide what actions to take in the absence of the expected responses.

**ACT - The Performer will:**

- a. Without losing eye contact, physically touch the component (if possible) without actuating it.
- b. Perform intended action without losing hand contact or focus on the task.

**REVIEW - The Performer (and Peer-Checker if applicable) will:**

- a. Verify the actual response is as expected.
- b. IF an unexpected response is obtained, THEN take action based on previously authorized contingency actions.
- c. IF an unexpected response is obtained and no contingency actions were authorized, THEN stop, ensure system/component is in a safe condition, and notify the job supervisor.

The following STAR actions are expected to be visible whether or not an observer is present:

- Stopping
- Pointing at or touching the equipment
- Reading the identification tag
- Comparing to the controlling document
- Hesitating for a second or two, indicating the THINK step
- Manipulating the equipment
- Verifying actual system response

SELF CHECK (STAR)

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### **SITUATIONAL AWARENESS (2-Minute Drill)**

#### **What**

Taking the time to get acquainted with the immediate work area when first arriving at, or when returning to, the job site. This usually takes less than two minutes.

#### **Why**

To verify that job site conditions and assumptions made at the Pre-Job Brief are correct to reduce human errors and prevent events.

#### **When**

When first arriving at the job location (before starting work), when returning to the job location after an extended stoppage in work, or when distracted or interrupted. This usually takes less than two minutes.

#### **How**

A quick job site walk-around / look-around, to establish clear situational awareness, and to verify that the worker(s) is ready to proceed.

### **TURNOVER BRIEF**

#### **What**

The orderly transfer of work-related information, tasks, and responsibilities between individuals, one off-going and the other on-coming. A Turnover Brief provides time for the on-coming individual to establish an accurate mental model of the work activity—situation awareness—before assuming shift responsibilities or commencing work.

#### **Why**

- To ensure continuity between jobs & shifts
- To ensure accurate and adequate transfer of information when transferring responsibilities.
- To minimize the potential for making mistakes.

#### **When**

- At shift turnover.
- When work extends beyond one shift.
- When transferring responsibilities between individuals, work groups or departments (hand-offs).
- When responsibilities for in-progress tasks/activities change (i.e. new people assigned to the job).

#### **How**

- Discuss the information (verbal communication).
- Transfer responsibility.
- Maintain an accurate turnover log.
- Status of the work/job.
- Key contacts, support personnel and organizational interfaces.

TURNOVER BRIEF

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### **VERIFICATION PRACTICES**

#### **What**

Concurrent Verification (CV) is a series of actions by two individuals working together at the same time and place to separately confirm the condition of a component before, during, and after an action, when the consequences of an incorrect action would lead to immediate and irreversible harm to the plant or personnel.

Independent Verification (IV) is a series of actions by two individuals working independently to confirm the condition of a component, system or product quality

#### **Why**

To prevent errors in switch or component manipulations that could lead to undesirable consequences.

#### **When**

Verification practices may be requested by someone performing a task any time. Certain procedures or tasks, however, may mandate performance and documentation of a specific verification practice.

### **VERIFICATION PRACTICES (Cont)**

#### **How**

#### **Perform Concurrent Verification as follows:**

- a. Referencing the document separately, the Performer and Verifier shall mutually agree on the action.
- b. The Performer self-checks to confirm the correct component.
- c. The Verifier separately self-checks to confirm the correct component.
- d. Performer and Verifier agree on actions to be taken.
- e. The Performer verbalizes his or her thoughts and intended actions to permit the Verifier to check the accuracy of the intended actions.
- f. The Verifier observes the Performer before and during execution.
- g. The Performer and the Verifier record the Concurrent Verification in the document

#### **Perform Independent Verification as follows:**

The performer and verifier must be separated by time and distance during the evolution. The Performer should not undermine the independence of the Verifier's actions by leaving any "prompts" as to the location the desired task performance (e.g. panel doors being left open or other similar evidence of where the Performance took place).

a. The Performer:

- Self-checks to confirm the correct component.
- Reviews the expected response.
- Takes the specified action in the document.
- Confirms the expected results.
- Signs or initials the document after each step is completed.
- Informs the dispatching supervisor upon completion or the Independent Verifier.

b. The Verifier:

- Self-checks confirming the correct component.
- Independently checks as-found configuration, without changing it, using one or more of the following means:
  - o Hands-on check (preferred)
  - o Observing remote indication
- Confirms the as-found component condition agrees with condition listed in the document.
- Immediately notifies supervisor if the component's condition does not agree with the document.
- Signs or initials the document immediately after completing each step.
- Notifies the supervisor and/or the Performer

**HUMAN PERFORMANCE TOOLS FOR  
ENGINEERS AND OTHER KNOWLEDGE  
WORKERS**

INPO Good Practice 05-002 Rev.1, describes each of the following tools:

- **Technical Task Prejob Briefing:** *Usually between the supervisor and individual*
- **Self-Checking:** *Used for physical work or calculations*
- **Questioning Attitude:** *What if? Why is this OK?*
- **Validate Assumptions:** *Large potential pitfall associated with assumptions*
- **Signature:** *Don't give it away*
- **Project Planning:** *Disciplined, structured approach*
- **Vendor Oversight:** *Effectively oversee work*
- **Do Not Disturb Sign:** *Maintain concentration*
- **Peer Preview:** *Fresh set of eyes*
- **Problem-Solving:** *Cause and effect*
- **Decision-Making:** *Forward thinking; potential effect*
- **Turnover:** *Systematic and orderly transfer*
- **Product Review Meeting:** *Team approach*
- **Technical Task Postjob Review:** *Lessons learned*
- **Work Product Review:** *After the fact*

This is not a complete list. Other practices are sure to exist, depending on the work situation and the personnel involved.

**What Tool Will You Use and When?**

HUMAN PERFORMANCE TOOLS  
FOR KNOWLEDGE WORKERS

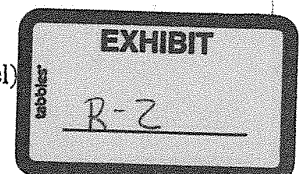
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7/21/15 8:00 AM

**FirstEnergy - Bruce Mansfield IBEW 272 Negotiations (7/21/15)**  
**Summary of New Proposals and Revisions to 9/25/14 Company Comprehensive Proposal**  
**and 12/8/14 proposals provided to Union 7/25/15**

- Term - 3 year agreement that would expire 2/15/17 (Term date unchanged)
- Equity Adjustment – \$1.00 per hour for all classifications effective at ratification
- GWI
  - 5.5% at ratification and 2.0% one year after ratification
- Benefits (Key Points)
  - End Retiree Medical Box October 31, 2015
  - Cash Balance Pension Plan for new hires on or after January 1, 2016
  - \$500/\$1,000 annual contribution to HSA or 401K for active employees only; to begin 2016 (2016 Plan year)
- Operational objectives
  - Expanded Resource Sharing - flexibility to assign employees to work in other generation, utility and Company within FE
    - Ability to direct employees to work at other FE locations within 100 driving miles of Bruce Mansfield (Generation or Utilities)
    - Employees paid appropriate mileage and per diems (IRS Conus tables) when assigned
    - Amend Severance Policy to clarify that resource sharing assignment does not fall within the severance policy
  - Maintenance flexibility
    - Expanded ability to utilize mobile maintenance employees at Bruce Mansfield
    - Create lower level "B" occupations in Mechanical and Electrical
- Safety Manual
  - Bruce Mansfield employees utilize the FE Generation safety manual which may be amended from time to time by the Company
  - Amendment 1 as previously proposed (Red Book to Yellow Safety Manual)
  - Amendment 2 (moving from Yellow Safety Manual to Buff Manual)

**Note: This is a summary only of the Company proposals, the specific language contained in Company proposals would govern**



(All other proposals are still on table)

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**Negotiations BMP – LU 272**  
**Flexible Benefits, Medical Opt Out, Retiree Health**  
**(C-1, C-2, C-3)**

**Updated proposal presented to the IBEW Local 272 Revised July 21, 2015**

**Revise Article XVIII, Section 2 and 3; Delete Appendix B**

**Section 2. Flexible Benefit Plan and Other Benefits.** Effective on the first day of the first month after the date of ratification, the Company will maintain its Flexible Benefits Plan to provide for Medical and Prescription Drug coverage (if elected by the Union as set forth below), Dental Care, Vision Care (~~Basic and Supplemental~~), Group Life Insurance (~~Basic and Supplemental~~), Dependent Life Insurance, Accidental Death & Dismemberment Insurance, Flexible Spending Accounts, Long-Term Disability and Long Term Care, which are outlined in the FirstEnergy Employee Compensation and Benefits Handbook ("Benefits Handbook"). The Company will also have in effect a Business Accident Travel Insurance, Adoption Assistance Program, Military Leave, a Catastrophic Assistance ("CARE") Program, and the FirstEnergy Severance Benefit Plan which are outlined in the Benefits Handbook. Except as otherwise specified in this Article, participation in the Flexible Benefits Plan and other benefit programs set forth in this paragraph will be in accordance with the specific terms and conditions of the applicable plan as stated in said Benefits Handbook, as amended by the Company from time to time. An employee electing to participate in any of the benefit plans set forth in the Benefits Handbook shall be required to contribute the same monthly contribution required by the Company of its non-bargaining unit employees unless otherwise set forth below, which includes 100% of the cost for the dental and supplemental vision plan. Employees will have the option annually to enroll or reenroll into various plan options subject to certain provisions contained herein. New employees will be able to participate in the Flexible Benefits Plan effective the first of the month following their date of employment.

Form:

Beginning with the plan year of 2016 and each plan year thereafter for the term of this Agreement, employees who are enrolled in one of the Company's High Deductible Health Plans will receive a deposit into their health savings account of \$500 (for an individual with single health care coverage) or \$1,000 (for an individual enrolled in any of FirstEnergy's other tiers of coverage). Employees not enrolled in a FirstEnergy High Deductible Health Care Plan, may elect to receive a contribution into their 401K retirement account of \$500 (for an individual with single health care coverage in a FirstEnergy plan, opt out plan or who waived coverage) or \$1,000 (for an individual enrolled in other tiers of coverage in a FirstEnergy or opt out plan). Employees are not required to make a contribution in order to receive the Company 401K contribution and such 401K contributions are not eligible for any Company match. The Company 401K contributions will be made by March 31 of each plan year, in accordance with applicable regulations.

~~Section 3. Group Health Insurance Plan. Effective January 1, 2010, through February 15, 2013 the Company shall provide as its base plan the PPO 500 80/20 plan and the Rx 100 prescription plan as set forth in Appendix B (the "Plan"). Effective January 1, 2010, through February 15, 2013, for the base plan, each employee will pay 15% of the cost of coverage for himself and 25% of the cost of coverage for their spouse and/or dependent children. An employee~~

EXHIBIT NO. 22 RECEIVED ☒ REJECTED ☐

<sup>U-CA-165303</sup>  
CASE NO. U-CA-170901 CASE NAME FirstEnergy

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shall not be responsible for payment of the monthly spousal or tobacco premium required by the Plan.

a. Effective January 1, 2016~~5~~ through December 31, 2016, the Company shall provide as its base medical plan ("Base Plan") the PPO 750/1500 and the Rx 100 prescription plan according to the following tables:

#### Base PPO Plan

	In-Network	Out-of-Network
Deductible	\$750/\$1,500	\$1,500/\$3000
Coinsurance	80% after deductible	60% after deductible
OOP Maximum	\$3,500/\$7,000	\$6,500/\$12,500
Office Visit	Subject to deductible And coinsurance	Subject to deductible and coinsurance
ER Visit	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
Hospital Admission	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Preventive Care	100% No Deductible	Not covered
Lifetime Maximum	None	

#### Rx Base Prescription Plan

Retail	\$100 individual/\$200 family max. deductible 70% coinsurance; \$5/\$15/\$30 min. <sup>1</sup> , \$100 max. 30-day supply with one refill Generic Drug Rule Applies
Mail Order	Generic - 80% coinsurance; \$12.50 min Preferred (Formulary) - 75% coinsurance; \$37.50 min Brand Name - 75% coinsurance; \$75 min \$200 max. 90-day supply with three refills Generic Drug Rule Applies
Other Provisions	Mandatory Mail Order after one refill.
Out of Pocket Maximum	\$3,000 individual/\$6,000 family annually maximum combined retail and mail. Out of network - No limit

<sup>1</sup> Generic, Preferred (Formulary), Brand Name

Note: While the Base Plan is currently in compliance with the Affordable Care Act; the Company retains the right to make changes to the plans which may be required to ensure compliance in 2015 and 2016 after notification to the Business Manager.



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b. Effective January 1, 2017 through December 31, 2017, the Company will provide employees who are members of the Union with the Enhanced High Deductible Health Plan ("EHDHP") as its Base Plan, the provisions of which are described below:

**2017 Enhanced High Deductible Health Plan\***

	<b>In-Network</b>	<b>Out-of-Network</b>
Deductible	\$1,250/\$2,500	\$2,500/\$5,000
Coinsurance	80% after deductible	60% after deductible
OOP Maximum	\$4,500/\$9,000	\$8,500/\$17,000
Office Visit	Subject to deductible And coinsurance	Subject to deductible and coinsurance
ER Visit	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
Hospital Admission	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Preventive Care	100% No Deductible	Not covered
Prescriptions	Subject to deductible and coinsurance	Subject to deductible and coinsurance
	Mandatory Mail Order after one refill.	Mandatory Mail Order after one refill.
	Generic Drug Rule Applies	Generic Drug Rule Applies
Lifetime Maximum	None	

\* The deductibles and out-of-pocket maximums of the EHDHP are designed to qualify the plan as an eligible high deductible health plan for purposes of offering a Health Savings Account. The IRS determines these guidelines which may index over time. For 2014, the minimum deductible is \$1,250 single/\$2,500 family; the maximum out-of-pocket maximum is \$6,250 single/\$12,500 family. The Company shall continue to index the deductibles and out-of-pocket maximums in the EHDHP based on IRS guidelines to ensure the plan meets the requirements of a qualified HDHP for offering a Health Savings Account.

Note: While the EHDHP is currently in compliance with the Affordable Care Act; the Company retains the right to make changes to the plans which may be required to ensure compliance in 2017 after notification to the Business Manager.

c. ~~The remaining~~ Other options under the Medical Plan applicable to eligible employees shall may be established by the Company and on the same terms and conditions as are applicable from time to time for certain FirstEnergy bargaining and all non-bargaining unit employees.

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It is also agreed that if the Union elects coverage under the applicable Company Base Plan, as outlined above in Subsection a. and b., and a regular full-time employee enrolls in another medical plan offered by the Company, and the cost of coverage in that plan exceeds the cost of coverage under the applicable Company Base Plan, then the ~~that~~ additional cost will also be paid by the employee. With the exception of the applicable Company Base Plan, as outlined above in Subsection a. and b., this does not preclude the company from changing the provisions or discontinuing the offering of any medical plan, at any time during the term of this Agreement.

d. Effective January 1, 2015 through December 31, 2016, for the Base Plan, each regular full-time employee will pay a maximum of 15% of the cost of appropriate level of coverage for him/herself (employee only) and 25% of the cost of coverage providing the appropriate level of coverage for their spouse, employee plus children or family.

Effective January 1, 2017 through December 31, 2017, for the Base Plan, each regular full-time employee will pay a maximum of 20% of the cost of appropriate level of coverage for him/herself (employee only) and 30% of the cost of coverage providing the appropriate level of coverage for their spouse, employee plus children or family.

It is also agreed that if a regular employee enrolls in another health care plan offered by the Company, and the cost of coverage in that plan exceeds the cost of coverage in the Medical and Prescription Drug plan as outlined in Appendix B (the "Plan"), then the additional cost will also be paid by the employee per the terms of the Flexible Benefits Plan. This does not preclude the Company from changing the provisions or discontinuing the offering of any health care plan other than the Plan at any time during the term of this Agreement.

Section 4. Retiree Health Care. Effective February 16, 2008 through October 31, 2015 February 15, 2013, the Company's contribution for medical and prescription drug coverage under its Plan, for an employee who retires on or after February 16, 2008 shall be based on such retiree's age and service at the time of retirement, the eligibility of the retiree and his eligible family members for Medicare and the cost of the Health Care Coverage according to the following tables:

Effective February 16, 2008 to October 31, 2015 February 15, 2013

Effective February 16, 2006 to October 31, 2010 February 16, 2010

NO RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE				
Minimum Points (Age + Service)	Single	Retiree And Child(ren)	Retiree And Spouse	Family
85	C-EC-M	C-EC-1M	C-EC-2M	C-EC-2M
75	.75C-EC-M	.75C-EC-1M	.75C-EC-2M	.75C-EC-2M
65	.50C-EC-M	.50C-EC-1M	.50C-EC-2M	.50C-EC-2M

AT LEAST ONE RETIREE OR SPOUSE ELIGIBLE FOR MEDICARE						
Minimum Points (Age + Service)	Single Medicare Eligible	Retiree and Child(ren) 1 Med. Elig.	Retiree and Spouse 1 Med. Elig.	Retiree and Spouse 2 Med. Elig.	Family 1 Medicare Eligible	Family 2 Medicare Eligible

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85	C-EC	C-EC	C-EC-1M	C-EC	C-EC-1M	C-EC
75	.75C-EC	.75C-EC	.75C-EC-1M	.75C-EC	.75C-EC-1M	.75C-EC
65	.50C-EC	.50C-EC	.50C-EC-1M	.50C-EC	.50C-EC-1M	.50C-EC

Where:

M = Amount equivalent to the Medicare Part "B" premium

C = Cost of coverage in Comprehensive Preferred Provider Plan

EC= Employee contribution of health care premium

Effective February 16, 2008 through ~~October 31, 2015~~ February 15, 2013, the Company's health coverage for an employee who retires during the term of this Agreement shall be in accordance with the terms and conditions of the health care plan in effect for a regular full-time represented employee. If the Union does not elect coverage under the Group Health Insurance Plan (as set forth below), the Company will contribute and forward payment to the Union for each employee who retires from February 16, 2008 through ~~October 31, 2015~~ February 15, 2013 (and is participating in the Union's plan) the lesser of an amount equal to the contribution it would normally make for each retiree in accordance with the table above, or the amount actually charged by the Union's provider. This contribution must be used by the Union to purchase medical and prescription drug coverage for the retiree.

Effective October 31, 2015, any current retiree eligible for a Company subsidy for retiree medical coverage in accordance with the terms of the parties' prior collective bargaining agreement and any active employee who retires during the term of this Agreement, shall not receive any Company subsidy for retiree medical coverage. Effective October 31, 2015, the above-defined current and future retirees shall be eligible to participate in a group health care plan determined by the Company at the employee's sole expense. The terms, conditions, benefits, and eligibility requirements for such retiree group health plan will be determined by the provisions of the applicable plan documents. This retiree group health care plan may be amended or terminated at any time during the term of this Agreement at the sole discretion of the Company, in accordance with the provisions of the applicable plan documents. Further, any disputes with respect to this retiree group health care plan shall be resolved in accordance with the review procedures set forth in the applicable plan documents, and will not be subject to the grievance and arbitration procedures set forth in this Agreement.

**Section 5. Medical and Prescription Drug: Union Opt Out Plan.** The parties agree that in the event the Company becomes subject to a penalty under the Patient Protection and Affordable Care Act (PPACA), the Company will be able to offer to the employees represented by Local 272 a suitable plan that meets the requirements of the Act/PPACA and therefore avoids any penalty to the Company.

Regardless, ~~the~~ Union, on behalf of its entire membership, shall have the option to withdraw from ~~or re-enter~~ the Company Plan on effective January 1, 2015 and every January 1 thereafter while this Agreement is in effect. Otherwise the Union's employees must participate in the Company Plan. Except as noted in the paragraph above, in a year where the Union is permitted and has withdrawn from the Company Plan, employees will not have the option to participate in the Company Plan, except as noted above in this section. Instead, Employees who

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desire medical and prescription drug coverage will have the option to participate in a stand-alone Union sponsored Health Care Plan ("the Union Plan") subject to the following provisions of this Agreement.

1. Structure of the Opt Out Union Plan

A. The Union will may only arrange for the a fully insured health care and prescription drug Plan solely to provide health care benefits and associated costs for Employees its members and Retirees who would otherwise be eligible to participate in the Company Plans.

B. The Union shall direct provide the Company specific written instructions directing the Company where to send the Company, and Employee and Retiree contributions directly as outlined below. This authorization must include the name of the Insurer that the money will be sent to along with corresponding account information.

B.C. The Union must notify the Company by XXXXXXXXXXXX each year of its intention to opt out of the Company Plan.

Form  
numb

By its signature below, the Union authorizes the Company to send all contributions for the Plan to the following:

Name of Insurer: Highmark  
 Account Information: BNY Mellon Bank  
ABA #043000261  
 Account Name: Highmark, Inc.  
 Account Number: 129-1882

2. Company Responsibilities

A. The Company will provide the rates and contribution levels for the Company Plan portion of the Flexible Benefits Plan by July 1 of the preceding year.

B. The Company will contribute and forward payment, as set forth in I.B. above, to the Insurer for each employee an amount equal to the contribution it would normally make for each employee represented by the Union under the Company's Base Plans, provided the employee is enrolled in a comparable health care plan.

C.D. Company and Employee contributions for the fully insured medical and prescription drug Union Plans will be forwarded on the first Friday of each month to the Insurer, depending on the written direction instructions provided by the Union in I.B. above.

D.E. The Company will adjust its Company contributions to reflect changes in coverage status, provided that the Company has received satisfactory documentation of the reason for the coverage status change and the reason is a recognized qualifying event under the terms and conditions of the Company's Flexible Benefits Plan.



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~~E.F.~~ The Company will collect Employee contributions through payroll/pension withholdings for ~~Employees and Retirees~~ where applicable. To the extent practicable, the Company will collect Employee premiums on a pre-tax basis and forward as outlined herein in the Collective Bargaining Agreement.

~~F.G.~~ The Company will provide the Sponsor/Administrator with sufficient information regarding ~~Employees, Retirees~~ and new hires so that the Sponsor/Administrator can contact those individuals regarding enrollment. The Union will ensure that the annual open enrollment is conducted and the exchange of data between the Company and the Sponsor/Administrator and/or Insurer is in a mutually agreed upon and acceptable format.

~~G.~~ The Company will inform the Union of the amount of Company health care rates and contributions for the next year's plans by July 1 of the current plan year.

### 3. Union Plan Responsibilities

The Union shall be the Sponsor of the Union Plan. The Union, or its designated Plan Administrator, is solely responsible for administering all aspects of the Union Plan, including without limitation, enrollment, customer service, claims processing, administering an effective dispute resolution and appeals process for Plan participants, confirming the payment of medical and prescription drug claims through their identified carrier, maintaining and updating participant information, record keeping, COBRA administration, and all IRS Department of Labor and other government filings and reporting including Form 5500's, where applicable.

A. The Union must use contributions made by the Company, and ~~Employees and Retirees~~ solely to provide health care benefits and associated costs to ~~Company~~ participants in the Union Pplan.

B. The Union shall have its Broker or its Insurer bill the Company on a monthly (~~or other agreed upon basis~~) for the ~~Company contributions~~. Such billing will set total monthly health care premium, setting forth in reasonable detail the number of covered Employees, Retirees, and associated levels of coverage and Company contributions owed in an acceptable Excel spreadsheet format as specified by the Company. The Company will have the right upon reasonable notice to audit records for purposes of determining compliance with this provision Agreement.

C. The Union shall will ensure that it or its designated Plan Sponsor/Administrator distributes open enrollment documents for new hires.

D. The Union will ensure that the annual open enrollment is conducted and the exchange of data between the Company and the Plan Administrator and/or Insurer is in an acceptable format, as specified by the Company.

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E. For every year in which the Union is opted out of the Company's Plan, by September 1<sup>st</sup> prior to a new plan year, the Union will provide the Company a summary of the health plans being sponsored by the Union including:

- Plan name(s)
- Summary of plan benefits. The union must verify that the plan(s) are fully insured plan(s).
- Total monthly premium cost of the plan(s), by each coverage tier
- Employee contributions for the plan(s), by each coverage tier (Total premium minus Company contribution)
- Notify Company as to which carrier to remit payment

F. After the Sponsor/Administrator/Union or its designated Plan Administrator conducts its enrollment, the Company requires Union will provide the Company the following enrollment information in an Excel spreadsheet acceptable format, as determined by the Company, by November 15<sup>th</sup>, prior to a new plan year.

- Employee name (first and last in separate columns)
- Employee date of birth
- Employee SSN (no dashes and leading zeros)
- SAP number
- Dependent name (s)
- Dependent SSNs (no dashes and leading zeros)
- Plan elected, using the Alpha-Group applicable plan codes
- Tier elected, using the Alpha-Group applicable plan group codes

I. ~~If this documentation is not provided, the employees will remain in the Company provided plan.~~

#### 4. Employee/Retiree Responsibilities

- A. ~~The Union acknowledges that its active and retired members are responsible for timely remitting (through payroll, pension deductions or billing as applicable) all premiums owed for coverage provided by the Pplan.~~
- B. ~~The Union acknowledges that its active and retired members are responsible for reviewing the Plan's coverage eligibility rules and for enrolling in and maintaining coverage for which they and their dependents are eligible.~~
- C. ~~The Union acknowledges that because the Company will still be providing non-medical employee benefits outside the Plan, Employees and Retirees participants are responsible for notifying the Human Resource Service Center (HRSC) at the Company, within 31 days of any qualifying events, changes in dependent coverage eligibility, address changes or other information changes or updates.~~

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5. Opt-Back

Notice must be given to the Company by August 1<sup>st</sup> ("notice date") prior to the year the withdrawal, continued withdrawal, or reentry is to be effective. If the Union does not provide timely notice of its desire to withdraw (or remain withdrawn) from the Company Plan, then the Union's status will remain unchanged. The Union, on behalf of all Employees and Retirees, will have the option to withdraw from or reenter the Group Health Insurance portion of the Flexible Benefits Plan every year the Collective Bargaining Agreement is in effect provided it gives notice of its intent to do so by the preceding August 1<sup>st</sup>.

~~— The Union on behalf of its entire membership shall have the option to withdraw from or reenter the Group Health Insurance Plan portion of the Flexible Benefits Plan every year while this Agreement is in effect, provided it gives notice of its intent to do so by the preceding August 1<sup>st</sup>. If the Union elects to withdraw from the Group Health Insurance Plan portion of the Flexible Benefits Plan, it shall be solely responsible for providing health care coverage to its members and their families. The Union may not withdraw from the Group Health Insurance Plan portion of the Flexible Benefits Plan until January 1 of each plan year. The Union cannot withdraw or reenter the Group Health Insurance Plan midway through any plan year. The Company will contribute and forward payment to the Union's health care provider for each employee an amount equal to the contribution it would normally make for each employee represented by the Union under the Plan. This contribution must be used by the Union to purchase health care for its membership. The Union must provide documentation regarding the reason for any coverage status change that occurs after the notice date. The Company will adjust its contribution only if the coverage status change is a recognized qualifying event under the terms of the Flexible Benefits Plan. Employees must notify the Union and the Company of the occurrence of a qualifying event and complete the appropriate form within thirty one (31) days of the event.~~

~~The Company commits to meet with the Union a minimum of once a year to discuss the Plan, at the Union's request.~~

Section 64. Savings and Tax Deferral Plan. It is agreed that employees covered by this Agreement will continue to be eligible to participate in the Company's Savings and Tax Deferral Plan.

Section 75. Educational Assistance. It is agreed that employees covered by this Agreement will be eligible to participate in the Company's Educational Assistance program under the terms and conditions specified in the Company's Benefit Handbook.

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**Negotiations BMP – LU 272****Revised Company Proposal 6 – Resource Sharing Revised July 21, 2015****Appendix XX Resource Sharing**

Employees at the Bruce Mansfield Plant may be directed to travel from their normal stations or place of employment to any FirstEnergy Generation LLC, FENOC or FirstEnergy Utility or Company facility as the workload requires. When the Company deems it necessary to assign employees to resource share, it will first seek volunteers, from the appropriate job classification, qualified for such assignments. If sufficient volunteers are not obtained, necessary qualified employees may be assigned by the Company to work in locations that are within 100 driving miles of Bruce Mansfield Generating Station as measured by Google Maps. Such assignments will be in inverse order of Job Classification Seniority.

a. When working remotely, starting times for day shift will be between 6:00 am and 8:00 am. Starting times for afternoon shift will be between 2:00 pm and 4:00 pm. Starting times for evening shift will be between 10:00 pm and midnight.

b. When supplementing the host location's workforce, Bruce Mansfield employees will work the same schedule as the host plant.

c. When employees are sent to any Facility which is within 60 driving miles of Bruce Mansfield Generating Station, as measured by Google Maps, paid hours will normally begin at the job site.

d. When employees are sent to any plant which is more than 60 miles but less than 100 miles from Bruce Mansfield Generating Station, as measured by Google Maps, the Company shall pay to each employee so reporting a transportation allowance in accordance with the IRS Guidelines for one daily round trip and a daily per diem for meals and incidental expenses as set forth in the GSA CONUS tables. The employee will be required to travel to these plants on his or her own time; paid hours will normally begin at the job site.

e. When employees are sent to a location 100 driving miles or more from Bruce Mansfield Generating Station, as measured by Google Maps, the Company shall pay to each employee so reporting a transportation allowance paid in accordance with the IRS Guidelines for one round trip per week and a daily per diem for lodging, meals and incidental expenses as set forth in the GSA CONUS tables. Employees traveling to these plants will travel on Company time to the job site at the beginning and end of the job. Assignments greater than 100 driving miles will be on a voluntary basis.

f. All mileage will be actual miles traveled to the assigned reporting place travelling from their home directly to the reporting place.

g. If employees are required to transport special tools or equipment requiring particular attention to load, they will be paid for any additional time caused by the transport greater than their normal commute to that location. (This does not apply to personally issued equipment such as lap tops, phones, tool bags/boxes or personal protective equipment.) Employees will not be required to transport substantive Company materials or equipment in their



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personal vehicles, beyond ordinary tools, tool bags/boxes, or equipment easily carried or transported.

h. When crew members are directed to report to a remote location to begin their shift, and then directed to report to another facility within the same day, they will be compensated for all time in transit to the second site and reimbursed for any mileage incurred to the second site in their personal vehicle which is greater than their normal commute.

j. Employees have no claim to overtime based on the work of other employees working under Resource Sharing.

k. Employees will not be required to work as replacement workers in a labor dispute.

l. An employee's inability to obtain unescorted access in a nuclear facility will not adversely affect his job status with FEGCO.

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**Company 23: Mobile Maintenance  
July 21, 2015**

**ARTICLE IV**

**Management Responsibilities**

The Company has the responsibility and the duty to manage and control the plant facilities and their operations, including but not limited to the following:

- a. The determination of the extent of operation and the selection and use of equipment and facilities;
- b. The determination of the size of the work force, the classification of work and the number of employees to be assigned to each classification;
- c. The hiring, transfer, promotion and layoff of employees;
- d. The supervision, direction and assignment of employees; subject, however, to the provisions, conditions and limitation expressly set forth in this Agreement.

It is the policy of the Company not to employ outside contractors for work ordinarily and customarily done by its regular employees where such contracting would result in the layoff or demotion of employees or the reduction of hours of work below forty (40) hours per week. Except in emergencies, the parties agree to meet prior to contracting out work and discuss the scope of the work (as to description, location, and estimated duration) involved, and the portion, if any, to be performed by bargaining unit employees.

It is understood that the foregoing paragraph does not apply to grass cutting, all office janitorial, snow removal and floor waxing contracted on or after February 16, 1997 or to remaining janitorial work contracted on or after February 16, 1998.

Mobile Maintenance will continue to perform scheduled maintenance, projects and overhauls (collectively referred to hereafter as "Projects") at the Bruce Mansfield Plant. Effective November 1, 2015 Mobile Maintenance will also be used to supplement the bargaining unit to perform corrective backlog (planned, non-critical) work. Mobile Maintenance may also perform forced, emergent maintenance work ordinarily and customarily done by regular Bruce Mansfield employees so long as it does not result in the layoff or demotion of employees or the reduction of hours of work below forty (40) hours per week.

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Form:

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**ARTICLE XVI**

Safety  
Revised July 21, 2015

**Section 1.** In the interest of safety, continuity of service, and efficient orderly operation, the Union agrees that its members will abide by the Company rules and regulations. Accordingly, it is understood by both the Union and Company that all rules and regulations now in effect or as adopted or changed in the future, shall be strictly enforced and observed at all times. However, no rule or regulation shall be adopted which is contrary to the law or to the terms of this Agreement, except at a legally enforceable order of an agency of the government.

**Section 2.** No employee shall be required to work alone on jobs which, by reason of their complexity and unusual hazard, are required by the Company safety rules to be worked only with a qualified helper. All employees are expected, required, and directed to observe, without fail, all Company safety rules and to attend safety meetings as scheduled.

**Section 3.** The Company and the Union agree to cooperate in maintaining safe work practices. In furtherance of this undertaking, it is agreed that the parties will comply with the rules set forth in the ~~FirstEnergy Fossil Plant Accident Prevention Handbook~~ Generation Personal Safety Manual, which may be amended by the company from time to time.\*

Any claim or alleged violation of the rules contained in the ~~Accident Prevention Handbook~~ by either the Company- Generation Personal Safety Manual or an employee represented by the Union shall be subject to the grievance procedure (Article VIII) of this agreement.

\*This proposal is subject to the judicial review of the ~~Breen~~ arbitration award in FMCS Case No. 13-57262-1, currently in the federal district court in Case No. 2:14-cv-000560-CB. If the ~~Breen~~ award is vacated, the Company withdraws this proposal.

Rev 2 (Rev:

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Rev 2

Rev 1

15	102 Responsibilities -pg. 1		
	Responsibilities; added Healthy, safe to section 102.1	102.1 FirstEnergy Generation is committed to providing a healthy, safe and accident free work environment. It is the responsibility of every person employed at FirstEnergy Corp. to always be safety conscious in the interest of ourselves, our families, our fellow employees, and the general public. Consequences of not adhering to our Core Life Saving Rules may result in serious injury or death. As such, careless behavior or disregard for these rules is not acceptable.	102.1 FirstEnergy Generation is committed to providing an accident free work environment. It is the responsibility of every person employed at FirstEnergy Corp. to always be safety conscious in the interest of ourselves, our families, our fellow employees, and the general public. Consequences of not adhering to our Core Life Saving Rules may result in serious injury or death. As such, careless behavior or disregard for these rules is not acceptable.
	Core Life-Saving rules updated to use acronym CRAFT	To assist with retention of the Core Life Saving Rules use the acronym CRAFT • C - Confined Space Entry: All confined spaces must be evaluated for hazards and classified before entry for work or rescue activities. • R- Rigging / Lifting: Personnel shall not walk or work under a suspended load. • A- Arc Flash and Electrical Safety: Wear personal protective equipment (PPE) and utilize electrical safety work practices when working on or near exposed electrical equipment/parts. • F - Fall Protection: Utilize fall protection where there is a risk of a fall as described in the Generation Personal Safety Manual (GPSM) • T - Tagging Program / Clearance: The Clearance Program is the foundation of our FirstEnergy Generation safety program. Adherence to this program is mandatory to protect workers from all hazardous energy sources.	N/A
	200 Asbestos- pg. 9		
	Modified 200.1	200.1 Prior to performing any work on known or Potential Asbestos Containing Material (PACM), the Work Supervisor shall notify the Safety Representatives or station Asbestos coordinator to determine personal sampling requirements, PPE requirements, or other applicable provisions as outlined in the facilities asbestos management program.	200.1 Prior to performing any work on known or Potential Asbestos Containing Material (PACM), the Work Supervisor shall notify the Safety Representatives or station Asbestos coordinator to determine personal sampling requirements, PPE requirements, or other applicable provisions.
	Added bullet to 200.3	• Wiring	N/A

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<b>300 Barricade Barriers and Signs- pg. 13</b>			
	Modified 301.11 combined bullets	• Re routing of travel paths and installing barriers such as netting and barrier tape and signs to warn employees in area of overhead hazards.	• Barrier tape and signs, and a safety watch if travel path cannot be rerouted to warn employees in area of the overhead hazards.
			• Re-routing of travel paths and barrier such as netting and barrier tape and signs to warn employees in area of overhead hazards.
<b>Note Section numbers have changed from here on to correspond to realignment of Sections</b>			
<b>400 (was 500) Bulk Material – Coal/Lime- pg. 15</b>			
	401.1 (501.1) modified	401.1 Smoking is prohibited in all coal handling areas.	501.1 Smoking shall be prohibited in all posted areas, all coal handling buildings, and enclosed work areas of coal handling operations.
	403.6 (503.6) modified	403.6 Any coal conveying equipment shall not be operated with guards or covers removed except for observation by repair employees.	503.6 Screw conveyors, flight conveyors, or bucket elevators shall not be operated with guards or covers removed except for observation by repair employees. In this instance, all personnel must stand clear of equipment.
	403.8 (503.8) modified	403.8 Any work or travel shall not be permitted around, on, or under any running coal conveying equipment unless properly guarded.	503.8 Clean-up work shall not be permitted around, on, or under any running belt conveyor if it is possible for any part of the body or any tool being used to contact any moving part of the conveyor.
	Several uses of the word "red tag" removed 404.1 & .2 (504.1 & .2)	404.1 Mills, crushers, and conveyors shall have a Clearance before performing interior work on adjacent chutes or hoppers. 404.2 No employee shall be permitted to enter any coal-receiving hopper, bunker, or silo without first obtaining a Clearance and following the procedures for entering a confined space.	504.1 Mills, crushers, and conveyors shall have a Clearance and be red tagged before performing interior work on adjacent chutes or hoppers. 504.2 No employee shall be permitted to enter any coal-receiving hopper, bunker, or silo without first obtaining a clearance and red tagged and following the procedures for entering a confined space.
	405.7 (505.7) modified to include content from (505.11) (deleting 505.11)	405.7 Routine inspections of all lines and cables must be performed. Frayed lines must be removed from service.	505.7 Routine inspections of all lines and cables must be performed. 505.11 Frayed lines must be removed from service.
<b>Moved - Carbon Monoxide (600)</b>			
	Added to section 600 <u>Chemicals</u> .		
<b>500 (700) Chemical Control – pg. 24</b>			

	501.1 (701) Combined .1 and .2	501.1 All sites are required to follow the FirstEnergy Corporate Hazard Communication Program. This Program applies to all Company workplaces in which employees may be exposed to hazardous chemicals under normal working conditions or during foreseeable emergency situations.	501.1 All sites are required to follow the FirstEnergy Corporate Hazard Communication Program.
	503 <u>Lab Safety</u> (703) title changed	503 Laboratory Safety	703 Chemical Laboratory
	600 <u>Chemicals- new section- pg. 28</u>		
	4 chemicals placed in this section, 2 not in previous GPSM Rev 1	Ammonia, Carbon Monoxide, Hydrogen and Hydrogen Sulfide	N/A
	700 (800) <u>Coating Applications- pg. 32</u>		
	No changes		
	800 (900) <u>Cold Stress -pg. 33</u>		
	No changes.		
	900 (1000) <u>Compressed Gas- pg.36</u>		
	Added to section 901.1 (1001.1)	901.1 Secure all cylinders when in use, transport, and storage. All cylinders shall be secured in an upright position with a fastening mechanism, 3/8" rope (minimum), 1/8" chain (minimum), scaffold wire or ratchet straps. The securing mechanism shall be on the top 1/2 of the cylinder. Several cylinders can be tied together. Certain cylinders are exempt from this requirement (e.g. medical oxygen SF6, etc.), review exemptions with Safety Rep.	1001.1 Secure all cylinders when in use, transport, and storage. All cylinders shall be secured in an upright position with a fastening mechanism, 3/8" rope (minimum), 1/8" chain (minimum), scaffold wire or ratchet straps. The securing mechanism shall be on the top 1/2 of the cylinder. Several cylinders can be tied together. Certain cylinders are exempt from this requirement (e.g. medical oxygen).
	901.2 (1001.2) removed word <u>small</u>	901.2 Compressed calibration cylinders shall be secured and stored in accordance with the manufacturer's instructions	1001.2 Small compressed calibration cylinders shall be secured and stored in accordance with the manufacturer's instructions.
	901.11 (1001.11) defined length	901.11 Store cylinders behind a fire-resistant shielding or 35 feet away from welding, cutting, and other spark-producing operations so sparks and slag will not reach them.	1001.11 Store cylinders behind a fire resistant shielding or far enough away from welding, cutting, and other spark producing operations so sparks and slag will not reach them.



18	902.9 (1002.9) removed word (dewars)	902.9 Transporting cylinders in elevators requires that the cylinders be moved with no personnel other than the transporter in the elevator until the cylinder has reached its intended elevation.	1002.9 Transporting cylinders (dewars) in elevators requires that the cylinders be moved with no personnel other than the transporter in the elevator until the dewar has reached its intended elevation.
	<b>1000 (1100) Confined Space – pg.43</b>		
	No change		
	<b>1100 (1200) Crane Operations and Rigging- pg. 44</b>		
	No change		
	<b>1200 (1300) Cryogenic Liquids – pg. 46</b>		
	No change		
	<b>1300 (1400) Diving Operations –pg. 50</b>		
	Added new section 1301.2	1301.2 A pre-diving meeting shall be conducted, reviewing water conditions, work to be performed, emergency procedures, etc.	N/A
	<b>1400 (1500) Electrical Safety –pg. 51</b>		
	Added new section 1413 Underground Cables based on new OSHA 1910.269 regs.	1413 Underground Cables 1413.1 Prior to conducting any work in a vault or manhole that involves moving or disturbing any underground cable that could lead to a fault, an inspection for abnormalities must be conducted. 1413.2 The inspection for abnormalities shall include the following: oil or compounds leaking from the cables or joints, broken cable sheaths or joint sleeves, hot localized surface temperatures or cables or joints, or swollen joints beyond normal tolerance. If any of these abnormalities exist, STOP and notify your supervisor.	N/A
	<b>1500 (1600) Excavation/Trenching –pg. 62</b>		
	No change		
	<b>1600 (1700) Fall Prevention/Fall Protection- pg. 64</b>		
	Section was ammended to reflect new program.		
	<b>1700 (1800) Fire Prevention- pg. 71</b>		
	No change		
	<b>1800 (400) Floor Openings – pg. 73</b>		
	No change		
	<b>1900 (back to original section number) Hand, Portable Power Tools &amp; Bench Grinder – pg. 75</b>		

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	Addition to 1900.26	1900.26 All utility knives must have retracting blades. No Fixed Blades such as: • Straight blade - includes pocket knives • Razor blades	1900.26 All utility knives must have self-retracting blades. No Fixed Blades such as: • Straight blade • Razor blades
	Added 1901.7 per new OSHA 1910.269 regs.	1901.7 A power saw shall be started on the ground or where it is otherwise firmly supported. Other saws (> 15 lbs) may only be drop started outside of bucket of aerial lift if area below is clear of personnel.	N/A
2000 Heat Stress – pg. 81			
	No change		
2100 Housekeeping – pg. 85			
	No change		
Moved Hydrogen Sulfide (2200)			
	Added to section 600 Chemicals.		
2200 (2300- change in order numbering) Incident Reporting- pg. 86			
19	2200.2 formatting change (removed a.b.c.d. format)	2200.2 When witnessing or discovering an on site ill or injured person who may require urgent medical attention, call the facility specific emergency number. Provide the following information: • Your name and location • Type of emergency (fire, fall, shock, etc.) • How many personnel are involved and their names, if known • Type of assistance required • Location of victim • Give any other pertinent information It is imperative to remain on the phone until released. Send someone to meet the first responders to direct them to the emergency area. Have someone notify the victim's immediate Supervisor, if possible. Do not move the injured person unless the person is in immediate danger. Follow the instructions of the first responders	2300.2 When witnessing or discovering an on site ill or injured person who may require urgent medical attention, call the facility specific emergency number. Provide the following information: • Your name and location • Type of emergency (fire, fall, shock, etc.) • How many personnel are involved and their names, if known • Type of assistance required • Location of victim • Give any other pertinent information a. It is imperative to remain on the phone until released. b. Send someone to meet the first responders to direct them to the emergency area. Have someone notify the victim's immediate Supervisor, if possible. c. Do not move the injured person unless the person is in immediate danger. d. Follow the instructions of the first responders.

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<b>2300 (2400) Safety Analysis- pg. 90</b>			
	No change		
<b>2400 (2500) Ladders- pg. 91</b>			
	Added section 2401.10	2401.10 Personnel shall ascend and descend, facing the steps, whenever the angle of the stairs is >50 degrees (high angle stairs) except when site management determines other hazards are present and facing the steps creates a greater hazard.	N/A
<b>2500 (2600) Lead- pg. 97</b>			
	No change		
<b>2600 (2700) Lifting/Back Safety Principles- pg. 99</b>			
	No change		
<b>2700 (2800) Lift Truck Operations- pg. 102</b>			
	Modified section 2702.29 (2802.29)	2702.29 Fork lifts shall be used as designed and intended. Modifications shall not be made to fork trucks unless written approval is received from the manufacturer. Attachments shall be properly rated, designed and approved by the manufacturer and/or Professional Engineer for the equipment they are used on.	2802.29 Fork lifts shall be used as designed and intended. Modifications shall not be made to fork trucks unless written approval is received from the manufacturer. Attachments shall be properly rated, designed and approved by the manufacturer and/or plant engineering for the equipment they are used on.
<b>2800 (2900) Material Handling- pg. 107</b>			
	No change		
<b>2900 (3000) Office Safety- pg. 109</b>			
	No change		
<b>3000 (3100) Parking Lot Safety- pg. 111</b>			
	No change		
<b>3100 (3200) Personal Protective Equipment- pg. 112</b>			

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	Added to bullets in section 3104.6 (3204.6)	<p>Jobs Requiring Gloves</p> <ul style="list-style-type: none"> <li>• Handling Materials, Sharp or Slippery Objects</li> <li>• Manipulating Valves</li> <li>• Working with Electricity</li> <li>• Handling Chemicals</li> <li>• Welding, Grinding and Torch Cutting</li> <li>• Using Knives or tools with sharp blades</li> <li>• Handling and Building Scaffold</li> <li>• Handling Wood, Metals or Insulation</li> <li>• Handling Hot or Cold Materials</li> <li>• Work on high temperature systems or freeze seal activities</li> <li>• Gardening or Outdoor Work</li> <li>• Hand Tools</li> <li>• Cables &amp; Ropes</li> <li>• Security Searches</li> </ul>	<p>Jobs Requiring Gloves</p> <ul style="list-style-type: none"> <li>• Handling Materials, Sharp or Slippery Objects</li> <li>• Manipulating Valves</li> <li>• Working with Electricity</li> <li>• Handling Chemicals</li> <li>• Welding, Grinding and Torch Cutting</li> <li>• Using Knives or tools with sharp blades</li> <li>• Handling and Building Scaffold</li> <li>• Handling Wood, Metals or Insulation</li> <li>• Handling Hot or Cold Materials</li> <li>• Work on high temperature systems or freeze seal activities</li> <li>• Gardening or Outdoor Work</li> <li>• Hand Tools</li> <li>• Cables &amp; Ropes</li> </ul>
<b>3200 (3300) Personnel/Aerial Lifts- pg. 124</b>			
	5 items missed numbered (4000.1)	section 3201	
21	Added to section 3201 third topic (3301)	4000.1 (should be 3201.3) Approved company fall protection shall be worn and attached to boom or basket in articulating lifts and when manufacturer requires them for scissor lifts.	3301.3 Approved company fall protection shall be worn and attached to boom or basket in articulating lifts.
	Added to 3202.10 (3302.10)		
<b>3300 (3400) Positive Control of Tools and Equipment- pg. 127</b>			
	Added to section 3304.1 (to include old 3404.4/ deleted)	3304.1 Employees working overhead of other employees shall protect employees below from overhead hazards (i.e. netting, toe boards, overhead protection, signs, tool lanyards, etc).	3404.1 Employees working overhead of other employees shall protect employees below from overhead hazards (i.e. netting, toe boards, overhead protection, signs). 3404.4 Lanyards should be used on all tools where a drop could result in injury or equipment damage.
<b>3400 (3500) Pre Job Briefings- pg. 131</b>			
	No change		
<b>3500 (3600) Radiation and Lasers- pg. 133</b>			
	No change.		
<b>3600 (3700) Respiratory Protection- pg. 134</b>			
	No change		
<b>3700 (3800) Scaffold Standards- pg. 135</b>			

7/24

	Added new 3700.4 moved the others down one	3700.4 Yellow scaffold tag is used to identify precautions and limitations that shall be adhered to when using the scaffold. Precautions and limitations may include, but are not limited to, openings, fall protection, lack of toeboards or guardrails, etc	N/A
	<b>3800 (3900) Slips, Trips and Falls- pg. 138</b>		
	No change		
	<b>3900 (4000) Tagging Procedures- pg.141</b>		
	No change		
	<b>4000 (4100) Vehicle Safety – pg. 143</b>		
	No change.		
	<b>4100 (4200) Motor Vehicle Transportation- pg. 146</b>		
	No change		
	<b>4200 (4300) Welding and Thermal Cutting- pg. 150</b>		
	Added new 4200.17	4200.17 Stored and "in use" cylinders shall behind a fire-resistant shielding or 35 feet away from welding, cutting, and other spark producing operations so sparks and slag will not reach them.	N/A
	<b>4300 (4400) Water Safety – pg. 155</b>		
22	Modified 4300.1 (4400.1)	4300.1 Wear a life jacket or a utilize fall restraint while working around unprotected marine structures or open water where no guardrail or fencing is installed. A throw ring with a life line or equivalent shall be available at the work site.	4400.1 Wear a life jacket or a safety harness and lanyard while working around unprotected marine structures or open water where no guardrail or fencing is installed. A throw ring with a life line or equivalent shall be available at the work site.

12/1

6

Received  
9/18/15

#### ARTICLE IV

##### Management Responsibilities

The Company has the responsibility and the duty to manage and control the plant facilities and their operations, including but not limited to the following:

- a. The determination of the extent of operation and the selection and use of equipment and facilities;
- b. The determination of the size of the work force, the classification of work and the number of employees to be assigned to each classification;
- c. The hiring, transfer, promotion and layoff of employees;
- d. The supervision, direction and assignment of employees; subject, however, to the provisions, conditions and limitation expressly set forth in this Agreement.

It is the policy of the Company not to employ outside contractors for work ordinarily and customarily done by its regular employees where such contracting would result in the layoff or demotion of employees or the reduction of hours of work below forty (40) hours per week and overtime within the department that the work is to be performed in. Except in emergencies, (defined as work that needs to start immediately) the parties agree to meet prior to contracting out work and discuss the scope of the work (as to description, location, and estimated duration) involved, and the portion, if any, to be performed by bargaining unit employees. All scheduled emergencies will be done in accordance to Appendix F.

It is understood that the foregoing paragraph does not apply to grass cutting, all office janitorial, snow removal and floor waxing contracted on or after February 16, 1997 or to remaining janitorial work contracted on or after February 16, 1998.

EXHIBIT NO. \_\_\_\_\_ RECEIVED \_\_\_\_\_

CASE NAME \_\_\_\_\_ CASE NO. \_\_\_\_\_

DATE REPORTED \_\_\_\_\_ DATE \_\_\_\_\_

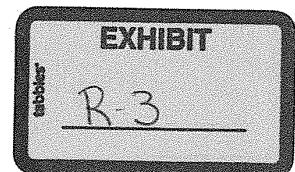
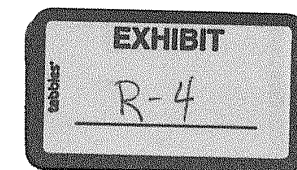


EXHIBIT NO. 123 RECEIVED ☒ REJECTED ☐  
V-CA-163303  
CASE NO. V-CA-170981 CASE NAME First Energy  
NO. OF PAGES 1 DATE 1/2/16 REPORTER JAO

## Notification to Union Report

6:06 AM  
2/6/2015

REQUESTED BY	APP BY	ENERFAB Yates Burnham Industries BRAND MPW TEAM Inc. ALL OTHERS										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
		EST	EST	EST	EST	EST	EST	EST	EST	EST	EST					
WAGNER M																
CARSON A		2798									WDA	101367057	BRAND BUILD SCAFFOLD TO CLEAN 'A' MIX TANK	2/2	J CRAIG	
WAGNER M		1197									WDA	101365070	ENERFAB DEMO 'C' MIX TANK	1/26		
CRUNKLETON													ENERFAB LABORERS SUPPORT CLEANUP 'C' MIX TANK FAILURE	1/26	J CRAIG	
AIKENS											1	101367164	MN1 B/A B Hopper Leak South 1-30-15	Outage		
AIKENS											1	101368122	MPW use 40K water to clean E ID fan roto			
AIKENS											1	101368123	MPW use 40K water to clean B ID fan roto			
AIKENS											1	101368150	Economic Enerfab clean 1B & E train			
MAC											1	101368156	MPW use 10K and vac to clean ID fan sump	Outage		
MOONEYJ											Cmn	101368157	INSPECT STEAM COIL ON B AUX BOILER			
AIKENS											3	101368161	U3 SWGR 8 ROOF LEAKS			
GOOCH L											3	101368254	Brand to install scaffolding in 3B abs			
B.KIELAR											YARD	101368270	YARD LUNCH ROOM DOOR NEEDS REPLACED			
KREMBS B											1	101368388	M116 Waterwall Pre-Planning - Enerfab	Outage		
KREMBS B											1	101368418	SCR Tech/Coalogix U1 SCR Catalyst Managem			
KREMBS B											2	101368418	SCR Tech/Coalogix U2 SCR Catalyst Managem			
KREMBS B											3	101368419	SCR Tech/Coalogix U3 SCR Catalyst Managem			
KREMBS B											2	101368468	Materials & Rentals for MN2 SCR S'15			
KREMBS B											2	101368881	MN2 SCR S'15 Enerfab OHS/Indirects/Super			
KREMBS B											2	101368882	MN2 SCR S'15 Enerfab OTL's Rental/Consum			
CRUNKLETON											3	101368705	MN3 Reheat Chamber Leak Repairs	Outage		
TMCOWHER											1	101368717	Unit 1 Condenser cleaning Spring 2015			
TMCOWHER											2	101368718	Unit 2 Condenser cleaning Spring 2015			
TMCOWHER											3	101368719	Unit 3 Condenser cleaning Spring 2015			





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1) First Energy  
2)

Date/Time: Feb. 6. 2015 5:42AM

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E.3) No answer
E.5) Exceeded max. E-mail size
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E. 4) No facsimile connection

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NO. OF PAGES 7 DATE 12/2/14 REPORTER JAO

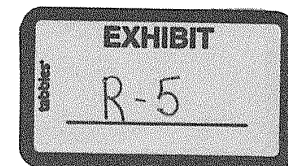
U-CA-163303  
CASE NO. U-CA-17091  
CASE NAME Firdhosy

EXHIBIT NO. 1 RECEIVED  
PROJECTED

## Notification to Union Report

6:40 AM  
6/5/2015

REQUESTED BY	APP BY	ENERFAB Yates Burnham Industries BRAND MPW TEAM Inc. ALL OTHERS										UNIT	ORDER	JOB DESCRIPTION	START DATE
		EST	EST	EST	EST	EST	EST	EST	EST	EST	EST				
D.EVANS	D.EVANS											2	101394375	C&K shoot 2E ID fan rotor with 40K	
												2	101394377	2E Scb. Space ship 3ft hole north side	
												2	101394399	MPW clean 2E scrubber ring header	
												3	101395233	TRANE: REPLACE U3 SO2 CR A/C COMPRESSORS	
MOONEYJ											3	101395241	MPW TO SHOOT U3 C ABS LIME FEEDS		
BKREMB											Cmn	101395258	Purchase UT meter parts		
MATT BALIK	MATT BALIK											YARD	101395275	COLUMBUS REPAIR RT740 5-27-15	
CRUNKLETON											1	101395291	Enerfab Stage MN1 LPA Screens		
MATT BALIK											YARD	101395345	COLUMBUS EQPT REPAIR RT750 WONT START		
AIKENS											3	101395357	Brand build scaffolding in 3E absorber		
MATT BALIK											YARD	101395419	MARION HILL ASSOCIATES INSP CELLS @ CBU		
TMCOWHER											1	101395451	Turbine Area General NDE M116		
KHUTCHINSON											1	101395474	Weavertown supp Batteriey rem U1 fire prot		
AIKENS											1	101395496	Unit 1 stack drains are plugged		
AIKENS											2	101395585	PSC support cleaning Lime tank top		
AIKENS											2	101395587	Enerfab clean off scaffold top of lime 1		
AIKENS											1	101395598	MPW clean C & D ID fan rotors		
BENEDICT											1	101395695	U1, MPW clean 1A ID fan rotor		
FBROOKS											3	101395746	Vac Truck U3 Bag house		
MANCZKA											2	101395755	APS to shoot 2B BFP dchg sensing line		





P. 1

\* \* \* Communication Result Report ( Jun. 5. 2015 6:33AM ) \* \* \*

2)

Date/Time: Jun. 5. 2015 6:32AM

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E. 2) Busy  
 E. 4) No facsimile connection

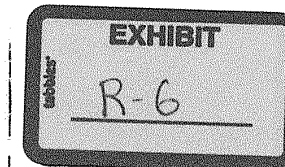
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E. 2) Busy						
E. 3) No answer						
E. 4) No facsimile connection						
E. 5) Exceeded max. E-mail size						

EXHIBIT NO. 25 RECEIVED ☒ REJECTED ☐CASE NO. 6-CA-163303  
6-CA-170901 CASE NAME FirstEnergyNO. OF PAGES 2 DATE 12/2/14 REPORTER JAO

## Notification to Union Report

7:05 AM  
7/7/2015

REQUESTED BY	APP BY	ENERFAB Yates Burnham Industries BRAND MPW TEAM Inc. ALL OTHERS										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
		EST	EST	EST	EST	EST	EST	EST	EST	EST	EST					
CRUNKLETON											1	101400223	M116 Air Heater Basket Material			
CRUNKLETON											1	101400317	Replace Unit 1 Hoist Cable 6-28-15	Outage		
CRUNKLETON											3	101400330	Brand 3C ESP Inlet Slide Gate Support			
CRUNKLETON											3	101400331	Enerfab 3C ESP Inlet Slide Gate Repair			
EBROWN											1	101400339	PSC VAC TRUCK SUPPORT 1FB RAW COAL PIPE			
AIKENS											3	101401207	MPW 10K 3C abs lime feeds			
O'DELL											Cmn	101401228	BURNHAM TO REPAIR/INSTALL VENT COVER			
EBROWN											1	101401828	ENERFAB LABOR SUPPORT VAC 1F PULVERIZER			
AIKENS											2	101401645	MPW will clean 2A & 2D ID fan rotor with			
M PETERS											Yard	101401788	Stacker slew drive gearbox and slew brg			
SWISE											2	101402745	UNIT 2 MATS TESTING SUPPORT 2015			
SWISE											3	101402754	UNIT 3 MATS TESTING SUPPORT 2015			



Appendix000970

## Notification to Union Report

6:06 AM  
9/14/2015

REQUESTED BY	APP BY	Yates Burnham Industries BRAND MPW TEAM, Inc. ALL OTHERS										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
		ENERFAB	EST	EST	EST	EST	EST	EST	EST	EST	EST					
EBROWN	DECONRAD											3	101415855	Work platform to access B/A throat door		
AIKENS												3	101417049	MPW vac out under 3C mill		
AIKENS												3	101417056	MPW supply vac truck for clg Econo PODS		
AIKENS												3	101417057	MPW use 10K water for 3B hopper clinkers		
BENEDICT												1	101417133	U1, Main Steam TCV 650 packing blew out		
EBROWN												2	101417173	ENERFAB CLEAN 2F SCRUBBER M/E'S		
EBROWN												1	101417176	MPW.VAC TRUCK U1 THICK TRANSFER TANK		
CRUNKLETON												1	101417284	M116 Enerfab Econ Drop System Install		
CRUNKLETON												1	101417285	M116 Burnham LPA Screens Support		
CRUNKLETON												1	101417286	M116 Burnham Econ Drop System Support		
CRUNKLETON												1	101417287	M116 Brand Econ Drop System Support		
CRUNKLETON												1	101417288	M116 Brand LPA Screens Support		
CRUNKLETON												1	101417289	M116 Enerfab LPA Screens Overheads		
CRUNKLETON												1	101417290	M116 Yates Econ Drop System Support		
CRUNKLETON												1	101417291	M116 Enerfab LPA Screens Install		
CRUNKLETON												1	101417292	M116 Brand LPA Screens Overheads		
CRUNKLETON												1	101417293	M116 Yates MATS Monitoring Install		
CRUNKLETON												1	101417294	M116 Econ Drop System Material		
CRUNKLETON												1	101417295	M116 Enerfab Econ Drop System Overheads		
CRUNKLETON												1	101417296	M116 Burnham Econ Drop System Overheads		
CRUNKLETON												1	101417297	M116 Brand Econ Drop System Overheads		
CRUNKLETON												1	101417298	M116 Yates LPA Screens Support		
CRUNKLETON												1	101417299	M116 Enerfab MATS Monitoring Install		
CRUNKLETON												1	101417300	M116 LPA Screens Material		
CRUNKLETON												1	101417301	M116 Burnham LPA Screens Overheads		
CRUNKLETON												1	101417304	M116 MPW LPA Screen Support		
CRUNKLETON												1	101417305	M116 Enerfab Econ Drop System O&M Remove		
DECONRAD												3	501559157	Asbestos removal U3 Chimney CEM Fire Sup		
DECONRAD											3	501559161	Build Nitrogen Bottle Racks U3 Fire Syst			

EXHIBIT

R-7

$$\frac{1}{2}$$

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EXHIBIT NO. 127 RECEIVED ✓ REJECTED

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CASE NO. 04-(A-17040) CASE NAME FirstEnergy

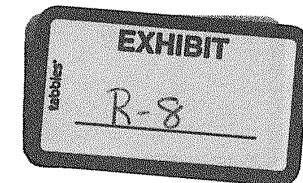
NO. OF PAGES 2 DATE 12/2/16 REPORTER JAO



## Notification to Union Report

7:12 AM  
9/18/2015

REQUESTED BY	APP BY	ENERFAB										UNIT	ORDER	JOB DESCRIPTION	START DATE
		EST	EST	EST	EST	EST	EST	EST	EST	EST	EST				
SCALLEYJ												2	101417354	Cin 2B-2F ID Fan rotors	
O'DELL												3	101418773	APS TO SHOOT LEAKS IN 3A BFP BST PMP	
AIKENS												3	101418788	MPW to clean out U3 Econo pods	
AIKENS												Cmn	101418789	Hazardous waste building clean out water	
AIKENS												3	101418792	Clean out flyash from ESP hopper rooms	
BENEDICT												3	101418823	U3, PSC remove slag aperture slope	
AIKENS												Cmn	101418837	Pond pumping material requests	
DECONRAD												Cmn	101418843	FIRE SYSTEM TESTING & REPAIR- 2015	
MATT BALIK												Cmn	101418999	Plant Improvements September 2015	
CRUNKLETON												1	101419004	M116 Aperture Slope Repairs	
CRUNKLETON												1	101419005	M116 Enerfab Internal Boiler Overheads	
CRUNKLETON												1	101419008	M116 Brand Internal Boiler Overheads	
BENEDICT												1	101419009	M116 Burnham Internal Boiler Overheads	
CRUNKLETON												3	101419011	IMPACT REMOVE U3 APERTURE SLOPE SLAG	
CRUNKLETON												1	101419012	M116 Primary Superheater Inspection	
CRUNKLETON												1	101419013	M116 FQS Misc Boiler Inspections	
MATT BALIK												Yard	101419018	Bunker Room Cleaning Sept 2015	
THORESON												1	101419029	Brand Inst/Rmv DA tray platform	
THORESON												1	101419030	ENERFAB REPLACE E&W SPRHT SPRAY BLK VLV	
THORESON												1	101419031	ENERFAB REPLACE W SPRHT SPRAY ISO VLV	
THORESON												1	101419032	M116 BRAND EXT BLR MISC SCAFFOLD	
CRUNKLETON												1	101419036	M116 Enerfab Lower Economizer Removal	
CRUNKLETON												1	101419037	M116 Brand Lower Economizer Rentals	
CRUNKLETON												1	101419040	M116 Brand Lower Economizer Scaffolding	
CRUNKLETON												1	101419041	M116 Lwr Economizer Freight Support	
CRUNKLETON												1	101419042	M116 Burnham Lower Economizer Overheads	
CRUNKLETON												1	101419043	M116 Brand Lwr Economizer Maint Crew	
CRUNKLETON												1	101419046	M116 PMI Lower Economizer Support	
CRUNKLETON												1	101419047	M116 Enerfab Lower Economizer Install	
CRUNKLETON												1	101419048	M116 Brand Lower Economizer Shanties	
CRUNKLETON												1	101419049	M116 Enerfab Lower Economizer Overheads	
CRUNKLETON												1	101419050	M116 Burnham Lower Economizer Insulation	
CRUNKLETON												1	101419051	M116 Yates Lower Economizer Support	
CRUNKLETON												1	101419052	M116 DTS Economizer X-ray Support	
CRUNKLETON												1	101419053	M116 Enerfab Lower Economizer Rentals	
CRUNKLETON												1	101419057	M116 Enerfab Lower Economizer Materials	
CRUNKLETON												1	101419060	M116 Enerfab Waterwall Removal Labor	
CRUNKLETON												1	101419061	M116 Brand WW Scaffolding Rental	



## Notification to Union Report

7:12 AM  
9/18/2015

CRUNKLETON									1	101419062	M116 Enerfab Waterwall Install Labor	
CRUNKLETON									1	101419063	M116 Enerfab Waterwall Sanblast Support	
CRUNKLETON									1	101419064	M116 Brand Waterwall Overheads	
CRUNKLETON									1	101419065	M116 Burnham Waterwall Overheads	
CRUNKLETON									1	101419066	M116 DTS Waterwall X-Ray Support	
CRUNKLETON									1	101419067	M116 Enerfab WW Scaffolding Beam Install	
CRUNKLETON									1	101419068	M116 Enerfab Waterwall Removal Overheads	
CRUNKLETON									1	101419069	M116 Enerfab Waterwall Overheads	
CRUNKLETON									1	101419070	M116 Waterwall Trailers, Portajohns, Sinks	
CRUNKLETON									1	101419071	M116 Burnham Waterwall Support	
CRUNKLETON									1	101419072	M116 Enerfab Air Heater O&M Removal	
CRUNKLETON									1	101419073	M116 Enerfab Air Heater Removal Overhead	
CRUNKLETON									1	101419074	M116 Enerfab Air Heater Rentals	
CRUNKLETON									1	101419075	M116 Brand Air Heater Shanties	
CRUNKLETON									1	101419076	M116 Brand Air Heater Maintenance Crew	
CRUNKLETON									1	101419077	M116 Brand Air Heater Scaffolding	
CRUNKLETON									1	101419078	M116 Burnham Air Heater Support	
CRUNKLETON									1	101419079	M116 Brand Air Heater Overheads	
CRUNKLETON									1	101419080	M116 Brand Air Heater Rentals	
CRUNKLETON									1	101419081	M116 Burnham Air Heater Overheads	
CRUNKLETON									1	101419082	M116 Enerfab Air Heater Overheads	
CRUNKLETON									1	101419083	M116 Enerfab Air Heater Basket Install	
CRUNKLETON									1	101419084	M116 Air Heater Arvos Field Engineer	
RARICHARDSON									1	501561024	U1 EAST ECO, BYPASS DAMPER WILL NOT OPEN	
THORESON									1	501561513	M116 Enerfab External Boiler Overheads	
THORESON									1	501561548	M116 ENERFAB LABOR SUPPORT FOR BURNERS	
CRUNKLETON									1	501561639	M116 Enerfab Lwr Econ Removal Overheads	
E COWHER									2	501561646	High press blast 2A slaker/ trough/rake	

} Added to list

NO. OF PAGES 3  
 DATE 12/2/14  
 REPORTER JAC  
 CASE NO. 18-1654  
 CASE NAME First Survey  
 U-CA-163703  
 U-CA-17016  
 EXHIBIT NO. 26  
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P. 1

Communication Result Report (Sep. 18, 2015 7:07AM)

23

Date/Time: Sep. 18, 2015 7:04AM

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## Reason for error

E. 1) Hang up or line fail  
 E. 3) No answer  
 E. 5) Exceeded max. E-mail size

E. 2) Busy  
 E. 4) No facsimile connection

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## Notification to Union Report

6:54 AM  
9/28/2015

REQUESTED BY	APP	BY	ENERFAB										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
			EST	EST	EST	EST	EST	EST	EST	EST	EST	EST					
CRUNKLETON													1	101419131	M116 Brand Boiler Circus Tent Scaffold		
CRUNKLETON													1	101419132	M116 Brand Transformer Bulkhead	Outage	
CRUNKLETON													1	101419133	M116 PMI Lower Economizer Machining	Outage	
CRUNKLETON													1	101419134	M116 PMI Penthouse Heat Treatment	Outage	
THORESON													1	101419135	M116 Deep South Boiler Wash	Outage	
E COWHER													1	101419149	M116 MPW VAC OUT A/H HOPPERS	Outage	
M.WAGNER													WDA	101419152	High press blast 2A slaker/ trough/rake	Outage	
THORESON													FOG	101419153	FOG S-1 Holes in side of belt		
THORESON													1	101419244	M116 MPW VAC TRUCK FOR FD/PA FANS		
THORESON													1	101419245	M116 ENERFAB VAC SUPPORT FOR A/H HOPPERS	Outage	
THORESON													1	101419248	PMI Heat Stress E&W SHT SPRAY BLK VLVS		
CRUNKLETON													1	101419251	INST/RMV SCAFFOLD FOR CAP SFTY VLVS		
THORESON													1	101419260	M116 Brand Lower Economizer Overheads	Outage	
EBROWN													1	101419264	INST/RMV SCAFFOLD FOR AUX STM SFTY VLVS		
EBROWN													1	101419304	C&K 40K CLEAN 1F ID FAN ROTOR		
FBROOKS													1	101419309	MPW 40K CLEAN 1B ID FAN ROTOR		
MATT BALIK													1	101419318	1A ID fan 40k cleaning MPW		
THORESON													Cmn	101420110	I.C.E. REPAIR WATER DAMAGE SO2 ELEV PIT	9/17	
CRUNKLETON													1	101420319	M116 FQS BOILER EXPENSES		
CRUNKLETON													1	101420334	M116 Enerfab Aperture Slope Tube Repairs		
CRUNKLETON													1	101420335	M116 DTS Aperture Slope X-Ray		
CRUNKLETON													1	101420338	M116 Brand Aperture Slope Scaffolding		
M.WAGNER													1	101420417	FOG MCCARLS MAKE FIBERCAST REPAIRS		
THORESON													1	101420456	M116 A/H SECTOR PLATE REPAIRS		
THORESON													1	101420457	M116 REPLACE A/H SOOTBLOWER LANCES		
THORESON													1	101420458	M116 A/H GRATING REPAIRS		
MATT BALIK													Yard	101420459	REPLACE CABLE ON LIME CELL HOIST		
AIKENS													1	101420568	Enerfab make repairs to ME tank wtr supp		
AIKENS													Cmn	101420589	MPW supply vac truck for cleaning		
MATT BALIK													Yard	101420605	Watson Power put saddle on #68 Bit		
THORESON													1	101420613	M116 FQS OVERHEADS		
CRUNKLETON													1	101420618	M116 Penthouse Repair Materials		
CRUNKLETON													1	101420619	M116 Penthouse Header Sandblasting		
CRUNKLETON													1	101420621	M116 Enerfab Penthouse Cleaning		
CRUNKLETON													1	101420626	M116 Enerfab Penthouse Mobe and Demobe		
CRUNKLETON													1	101420627	M116 DTS Penthouse X-ray Support		

EXHIBIT

R-9

## Notification to Union Report

6:54 AM  
9/28/2015

REQUESTED BY	APP BY	ENERFAB Yates Burnham Industries BRAND MPW TEAM Inc. ALL OTHERS										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
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THORESON											1	101420628	MPW CLEAN SEAL TROUGH DRAINS			
THORESON											1	101420628	M116 EDDY CURRENT TEST 2B HP HTR			
THORESON											1	101420630	PORTERSVILLE RPR HP HTR DEWRANCE VLVS			
THORESON											1	101420631	M116 SCAFFOLD FOR DA TNK & HP HTR SFTYS			
CRUNKLETON											1	101420632	M116 Brand Lower Windbox Scaffolding			
CRUNKLETON											1	101420633	M116 FQS Windbox Inspections			
CRUNKLETON											1	101420634	M116 Enerfab General Boiler Support Crew			
CRUNKLETON											1	101420635	M116 Brand Internal Boiler Rental			
CRUNKLETON											1	101420651	M116 FQS Furnace Waterwall NDE			
BTILLETT											Cmn	101420655	DWF Extra Work - West Point Paving			
EBROWN											2	101420660	C&K 40K CLEAN 2A&2D ID FANS			
CRUNKLETON											1	101420666	M116 Brand Exterior Windbox Scaffolding			
MATT BALIK											Yard	101420775	Repair Air Horns on Louise M			
THORESON											1	101420780	M116 ENERFAB B/A REPAIRS			
EBROWN											1	101420767	MPW 40K CLEAN 1C&1D ID FAN ROTOR			
MATT BALIK											Yard	101420786	Repair Air Horns on Arnie S			
EBROWN											1	101420790	ENERFAB CLEAN 1D SCRUBBER M/E'S			
EBROWN											1	101420860	MPW 10K CLEAN 1D SCRUBBER FLOODED TRAY			
TMCOWHER											1	101420883	1A BFPT scaffold support M116			
EBROWN											1	101420921	MPW 10K 1F ABS DRAIN AND SO2 AREA SUMP			
MAC											1	501562971	U1 THICKENER TUNNEL SUMP PIT NEEDS VAC			
FBROOKS											1	501563297	1D Scb. spaceship dunce cap broken off			
FBROOKS											1	501563298	1D Scb. purf plate pluggage			

EXHIBIT NO. 29 RECEIVED ✓ REJECTEDU-CALC 303  
CASE NO. U-CALC 303 CASE NAME First EnergyNO. OF PAGES 3 DATE 12/2/14 REPORTER JAO

x x. y. Communication Result Report ( Sep. 28. 2015 6:48AM ) x x x

P. 1

11

Date/Time: Sep. 28. 2015 6:47AM

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E. 3) No answer  
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E. 2) Busy  
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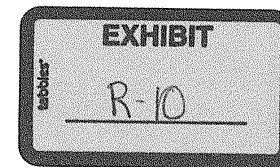
Corrected List - dates corrected  
9-28-15 WAB

## Notification to Union Report

5:53 AM  
10/2/2015

10/2/201

REQUESTED BY	APP BY	EST										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
		ENERPAC	Yates	Burnham Industries	BRAND	MPW	TEAM INC.	ALL OTHERS								
SCALLEYJ											1	101420945	MPW clean 1C Scb ring header			
SCALLEYJ											3	101420952	MPW Shoot 3B Absorber lime feeds			
PAULASKASJ											1	501563703	U-1 HB Coal Bunker MPW to shoot out.			
MATT BALIK											Yard	101421719	Columbus Eqpt Replace Engine 475 Dozer			
MATT BALIK											Yard	101421743	Chemsteel Replace East Coal Pile Drain			
MATT BALIK											Yard	101421763	Columbus Eqpt Repl Eng & Undrc 375 Dozer			
EBROWN											2	101421803	MPW 40K CLEAN 2A&2E ID FAN ROTORS			
EBROWN											2	101421808	MPW CLEAN 2A&E FLOOD TRAY AND PERF PLATE			
O'DELL											3	101421893	FLUID POWER TO REBUILD XFER PUMP			
TWELTE											2	101421952	Leaks in boiler outlet plenum.			
MATT BALIK											Yard	101421954	Marion Hill Repair H&P Outer Cells			
MATT BALIK											Yard	101421976	Watson Power Repair Splice on 10B Belt			
TMCOWHER											2	101422034	Turbine prep for condenser hydro			
MATT BALIK											3	101422181	I.C.E. Purch Spare X-former U3 Stk Elev			
THORESON											1	101422201	M116 REPLACE 3B HP HTR PILOT VLV			
RARICHARDSON											1	101422213	U1 1F ID FAN ROTOR CLEANING / C & K			
RARICHARDSON											Cmn	501565705	PLEASE SHOOT THE TURBINE FLOOR DRAINS			



\* \* \* Communication Result Report ( Oct. 2. 2015 5:45AM ) \* \* \*

1/2

Date/Time: Oct. 2. 2015 5:44AM

File No. Mode	Destination	Pg(s)	Result	Page Not Sent
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Reason for error  
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 E. 5) Exceeded max. E-mail size

Indication to Union Report

10/2/2015 5:44AM

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EXHIBIT NO: 210 RECEIVED ☒ REJECTED ☐

6-CA-143303  
 CASE NO: CA-170901 CASE NAME FirstEnergy

NO OF PAGES 2 DATE 12/2/14 REPORTER JAO



## Notification to Union Report

6:37 AM  
10/9/2015

REQUESTED BY	APP BY	ENERFAB										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
		EST	EST	EST	EST	EST	EST	EST	EST	EST	EST					
EBROWN	CHANCE											1	101422250	MPW 10K SHOOT COAL FEEDER DISCHARGE		
EBROWN	CHANCE											3	101422252	MPW VAC TRUCK U3 F/A ECON PODS		
EBROWN	CHANCE											3	101422253	MPW 10K SHOOT 3C REACTOR LIME FEEDS		
AIKENS												3	101422267	C&K shoot unit 3 raw coal pipes		
MATT BALIK												Yard	101422314	Repair parts for 375 transmission cooler		
CRUNKLETON												116	101422322	M116 Brand Waterwall Maintenance Crew		
EBROWN	CHANCE											2	101422324	MPW 40K CLEAN 2D ID FAN ROTOR		
FBRUCKS												3	101422344	3A Reactor lime feeds need shot - MPW		
TILLET B												WDA	501565941	Install "B" Underflow Line		
B.KIELAR												Cmn	101423491	Enerfab remove existing Checker Plate an		
B.KIELAR												Cmn	101423522	Enerfab Laborers to do Clean up inside P		
E COWHER												WDA	101423523	Vac truck to clean west cbx header		
MATT BALIK												Yard	101423529	Vac Yard Sump Pits 10-9-15		
B.KIELAR												Cmn	101423546	Brand Scaffold to roll up Tarps at the		
THORESON												1	101423603	M116 REPAIR BSO DMPS		
THORESON												1	101423606	M116 SANDBLAST FLASH TANK		
THORESON												1	101423607	M116 RMVINST B/A SEAL TROUGH INSUL		
THORESON												1	101423608	M116 SCAFFOLD FOR EXT VLVS		
AIKENS												Cmn	101423612	MPW to assist in vac truck 3rd floor		
AIKENS												1	101423613	APS to shoot coal transport pipe leaks		
THORESON												1	101423652	M116 REPAIRS TO BURNERS		
THORESON												1	101423670	M116 RPR 3B HP HTR SFTY		
BTILLET												2	101423684	McCarls Install "B" Underflow Line		
CRUNKLETON												2	101423702	2A BFP Discharge Header Drain Repair		
CRUNKLETON												1	101423749	M116 Enerfab Waterwall Direct Overheads		
SWISE												1	101423808	Cont Sup: U1 Thickener PreOutage M116		
BKREMBIS												Cmn	101423836	Enerfab sup- ship pallets to sammis 10/8		
AIKENS												3	101423849	Environment impact deslag U3 blr		

EXHIBIT

R-11

P. 1

\* \* \* Communication Result Report ( Oct. 9, 2015 6:31AM ) \* \* \*

23

Date/Time: Oct. 9, 2015 6:29AM

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E. 2) Busy  
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Reason for error	File No.	Mode	Destination	Pg(s)	Result	Page Not Sent
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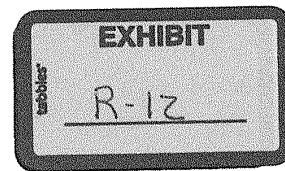
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Appendix000982

## Notification to Union Report

9:56 AM  
11/6/2015

REQUESTED BY	APP BY	EST										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH	
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		EST	EST	EST	EST	EST	EST	EST	EST	EST							
MANCZKA	NEELED										2	501572771	2F abs tail drain plugged				
AIKENS											3	101428745	MPW clean floor trench in U3 basement				
GEMITS											1	101428749	REMOVAL - LTG U1&2 COAL FDR AREAS				
GEMITS											2	101428750	INSTALL - LTG U1&2 COAL FDR AREAS				
TWELTE											2	101428791	2 East W vlv packing-reshoot-APS vendor				
MACONTI											2	101430087	team called for ew valve				
EBROWN											2	101430101	MPW 10K SHOOT 2D SCRUBBER LIME FEED				
MATT BALIK		PMI 116										Yard	101430102	McClymond's Trucking 2016 - 2018			
SCALLEYJ												2	101430114	MPW to cin 2C ID Fan rotor			
MATT BALIK												Yard	101430160	MPW to Vac Bilges on Arnie S 11-10-15			
MATT BALIK											Yard	101430223	MPW Vac Truck E/R Nov 7 & 8				
D.EVANS											SBS	101430238	CATTRELL COMPANIES TO REPAIR SBS GAS HTR				
SCALLEYJ											3	101430248	MPW to sht 3DB Coal Bunker				
AIKENS											3	101430285	Enerfab Assist in cleaning under 3C mill				
TMCOWHER											1	101430356	Generator labor M116				
EBROWN											1	101430378	MPW VAC TRUCK D1B ESP HOPPER				
LOU P											1	101430445	M116-GENERATOR ALIGNMENT-PMI				





P. 1

\* \* \* Communication Result Report ( Nov. 6. 2015 9:47AM ) \* \* \*

13

Date/Time: Nov. 6. 2015 9:46AM

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E. 2) Busy  
 E. 4) No facsimile connection

Line	Time	From	To	Subject	Result	Page	Size	Status	Remarks
1	09:46:00	97246438720	97246438720	Memory TX	OK	1	10000	Success	

EXHIBIT NO. 212 RECEIVED ☒ REJECTED ☐U-CA-163303  
CASE NO. U-CA-170901 CASE NAME FirstEnergyNO. OF PAGES 2 DATE 12/7/16 REPORTER JAO

## Notification to Union Report

6:58 AM  
11/20/2015

REQUESTED BY	APP BY	ESTIMATED										UNIT	ORDER	JOB DESCRIPTION	START DATE	DISCUSSED WITH
		ENERFAB	Yates	Burnham Industries	BRAND	MPW	TEAMING	ALL OTHERS								
		EST	EST	EST	EST	EST	EST	EST	EST							
EBROWN										2	101432142		MPW SHOOT 2HB COAL FEEDER BUNKER			
EBROWN										3	101432143		MPW VAC TRUCK U3 F/A BAGHOUSE			
EBROWN										3	101432144		MPW VAC TRUCK 3A AND 3D ESP HOPPER ROOM			
MATT BALIK										Yard	101432149		Portersville 10B X-Over Gate Limitorque			
CRUNKLETON										116	101432162		M116 Enerfab Air Heater Removal Overhead			
CRUNKLETON										116	101432177		M116 Bottom Ash Overhaul Material			
MACONTI										3	101432180		U3 F3 COAL PIPE SCAFFOLD/HOT TAP ON MEZZ			
BROWN E										SBS	101433363		CLEAN HARBORS CLEAN OUT SBS SULFUR TANK			
MATT BALIK										Yard	101433480		P.C.McKenzie service Yard Boiler			
EBROWN										2	101433497		MPW CLEAN 2C&2D ID FAN ROTORS			
EBROWN										3	101433506		MPW VAC TRUCK 3F FEEDERS			
MATT BALIK										Yard	101433525		Scaffold old L/U Bkts for demo			
AIKENS										2	101433630		Enerfab ctn off suction of 2AB scb pmp			
AIKENS										2	101433648		MPW clean 40K 2A ID fan rotor			
ROBERTS										3	101433664		FCX to repair U3 mist eliminator valves			
RKOPER										Yard	101433712		Removal for Yard Drainage System			
MITSCH G										Yard	101433768		C/H 5TH FLR LIGHTING UPGRADES - YATES			
JDEMERY										3	501576370		3B CAH coil drain broken			
KHUTCHINSON										Cmn	501577576		ENV. Remove 2 waste oil drums from FE p			
KHUTCHINSON										Cmn	501577723		ENV. Remove waste material drum from We			
THORESON										FOG	501577801		Inst monorail door in demick screen bld			
FBROOKS										2	501577954		2D Scb. flooded trayperf. plate pluggage			



P. 1

\* \* \* Communication Result Report ( Nov. 20. 2015 6:52AM ) \* \* \*

3}

Date/Time: Nov. 20. 2015 6:51AM

File No. Mode	Destination	Pg(s)	Result	Page Not Sent
7501 Memory TX	97246438720	P. 1	OK	

## Reason for error

E. 1) Hang up or line fail  
E. 3) No answer  
E. 5) Exceeded max. E-mail size

E. 2) Busy  
E. 4) No facsimile connection

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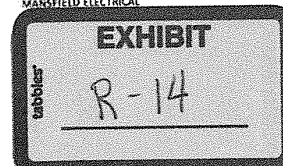
11/20/2015

EXHIBIT NO. P13 RECEIVED ☒ REJECTED ☐U-CA-16-3303  
CASE NO. U-CA-170991 CASE NAME FirstEnergyNO. OF PAGES 2 DATE 12/2/14 REPORTER JAO

Appendix000986

## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
Allison Jr, Jack R	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	16
			MN01-S02RMI-S02-2016	8
			MN01-S02RMI-1/23 BOILER TUBE LEAK MO	4
			MN02-S02RMI-4/09 TUBE LEAK MO	8
			MN02-S02RMI-4/15 REAR WALL TUBE LEAK MO	4
		Not assigned Total		48
Allison Jr, Jack R Total				48
Anderson, Gerald W	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	20
			MANSFIELD MECHANICAL OUTSIDE	8
			MN01-S02RMI-EXTERNAL BOILER-2016	8
			MN01-S02RMI-S02-2016	8
			MN01-S02RMI-TURBINE-2016	8
			MN02-NO2REM-2016 U2 BLANKET ITEMS	4
		Not assigned Total		56
Anderson, Gerald W Total				56
Andric, Charles R	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	8
			MANSFIELD UNIT OPERATIONS	8
			MN01-S02RMI-EXTERNAL BOILER-2016	56
		Not assigned Total		80
Andric, Charles R Total				80
Artis, Jonathan G	Electrician	Not assigned	MANSFIELD ELECTRICAL	33
			MANSFIELD INSTRUMENT & TESTING	2
			MANSFIELD MECHANICAL INSIDE	2
			MN01-S01RPL-1A / 18 DUCT COATING 2016	4
			MN01-S02RMI-ELECTRICAL-2016	76
			MN01-S02RMI-EXTERNAL BOILER-2016	9
			MN01-S02RMI-TURBINE-2016	2
			MN03-S02RMI-2015 U3 F/M OUTAGE	4
			MN03-S02RMI-4/10 BA SLOPE TUBE LEAK FG	4
		Not assigned Total		136
Artis, Jonathan G Total				136
Barker, William C	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	16
			MANSFIELD MECHANICAL OUTSIDE	40
			MN01-S01RPL-1A BFPT OVERHAUL	16
			MN01-S02RMI-OPERATIONS-2016	8
			MN01-S02RMI-S02-2016	16
			MN01-S02RMI-TURBINE-2016	16
			MN01-S02RMI-1/23 BOILER TUBE LEAK MO	16
			MN02-NO2REM-2016 U2 BLANKET ITEMS	8
			MN02-S02RMI-4/15 REAR WALL TUBE LEAK MO	8
			MN03-S02RMI-4/10 BA SLOPE TUBE LEAK FG	8
		Not assigned Total		144
Barker, William C Total				144
Barrett, David R	Maintenance Mechanic	Not assigned	MN01-S01RPL-1A BFPT OVERHAUL	40
			MN01-S02RMI-TURBINE-2016	8
			MN03-S02RMI-4/10 BA SLOPE TUBE LEAK FG	8
		Not assigned Total		56
Barrett, David R Total				56
Bergles, Joseph A	Maintenance Mechanic	Not assigned	MN01-S01RPL-1A BFPT OVERHAUL	64
		Not assigned Total		64
Bergles, Joseph A Total				64
Bingiel, James R	Master Maintenance Mechanic	Not assigned	ELCO-S02RMI-ATSI Maintenance	1
			MANSFIELD MECHANICAL INSIDE	53
			MANSFIELD MECHANICAL OUTSIDE	36
			MANSFIELD YARD	2
			MN01-S01RPL-1A BFPT OVERHAUL	8
			MN01-S02RMI-EXTERNAL BOILER-2016	89
			MN01-S02RMI-OPERATIONS-2016	2
			MN01-S02RMI-S02-2016	9
			MN01-S02RMI-TURBINE-2016	9
			MN02-S02RMI-4/09 TUBE LEAK MO	5
			MN02-S02RMI-4/15 REAR WALL TUBE LEAK MO	2
			MN03-NO1BLK-INS ELEC HOT WTR TANK / SYS	4
			MN03-S02RMI-4/10 BA SLOPE TUBE LEAK FG	11
			MNCO-NO2REM-2016 COMMON BLANKET ITEMS	4
			SA Prod North Misc	2
			Site Housekeeping	4
		Not assigned Total		241
Bingiel, James R Total				241
Binkiewicz, Jeffrey W	Power Plant Operator	MNCO-S02RMI-UNION RPL-VAC, PAD, MISC	Not assigned	36
		MNCO-S02RMI-UNION RPL-VAC, PAD, MISC Total	Not assigned	36
		Not assigned	Not assigned	41.5
		Not assigned Total		41.5
Binkiewicz, Jeffrey W Total				77.5
Bloom, Dennis R	Tool Repair Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	13
		Not assigned Total		13
Bloom, Dennis R Total				13
Bowman, Douglas A	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	36
			MANSFIELD MECHANICAL OUTSIDE	8
			MN01-S02RMI-EXTERNAL BOILER-2016	48
		Not assigned Total		92
Bowman, Douglas A Total				92
Brocius, Matthew J	Power Plant Attendant	MN03-S02RMI-U3 ABS/REACTOR-OPS	Not assigned	12
		MN03-S02RMI-U3 ABS/REACTOR-OPS Total	Not assigned	12
		Not assigned	Not assigned	17.5
		Not assigned Total		17.5
Brocius, Matthew J Total				29.5
Brown, Randall A	Electrician	Not assigned	MANSFIELD ELECTRICAL	18



## M116 Overtime report by local 272 employee

Sum of Quantity	Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
	Brown, Randall A	Electrician	Not assigned	MANSFIELD MECHANICAL OUTSIDE	3
				MN01-S02RMI-ELECTRICAL-2016	56
				MN01-S02RMI-EXTERNAL BOILER-2016	8
				MN01-S02RMI-INTERNAL BOILER-2016	8
				MN01-S02RMI-SO2-2016	3
				MN02-NO1BLK-2C PRIMARY AIR FAN MOTOR	8
	<b>Brown, Randall A Total</b>		Not assigned Total		104
	Brown, Robert R	Maintenance Mechanic	Not assigned	ELCO-S52RMI-ATSI Maintenance	8
				MANSFIELD MECHANICAL INSIDE	24
				MANSFIELD MECHANICAL OUTSIDE	26
				MANSFIELD UNIT OPERATIONS	8
				MN01-S02RMI-EXTERNAL BOILER-2016	24
				MN01-S02RMI-SO2-2016	16
				MN01-S02RMI-TURBINE-2016	8
				MN02-S52RMI-3/15 AUX STEAM VALVE RPR MO	8
				MN02-S52RMI-4/09 TUBE LEAK MO	4
				MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FC	4
				MNCO-MM2RMI-OLD MWO CLEANUP AMP	8
				SA Prod North Misc	8
	<b>Brown, Robert R Total</b>		Not assigned Total		146
	Burjak Jr, Nicholas	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	24
			MN01-S52RMI-2/24 BURNER RPR MO Total		24
			MNCO-S52RMI-HYDROBINS-OPS	Not assigned	12
			MNCO-S52RMI-HYDROBINS-OPS Total		12
			MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	120
			MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		120
			Not assigned	Not assigned	44.5
	<b>Burjak Jr, Nicholas Total</b>		Not assigned Total		44.5
	Carothers, Eugene P	I&T Mechanic	Not assigned	MN01-S02RMI-EXTERNAL BOILER-2016	25
				MN01-S02RMI-I&T-2016	109
				MN02-S52RMI-3/15 AUX STEAM VALVE RPR MO	8
				MN02-S52RMI-4/03 REAR WALL TUBE LEAK MO	2
				MN02-S52RMI-4/09 TUBE LEAK MO	8
				MN02-S52RMI-4/15 REAR WALL TUBE LEAK MO	8
				MN03-S52RMI-2/24 ECON DEC RS - Start up	8
				MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FC	2
				Outage Construction	8
	<b>Carothers, Eugene P Total</b>		Not assigned Total		178
	Carson, Michael R	Master Electrician	Not assigned	MANSFIELD ELECTRICAL	11
				MN01-S01RPL-1A / 18 DUCT COATING 2016	14
				MN01-S01RPL-8/A SEAL SKIRT TROUGH 2016	2
				MN01-S02RMI-ELECTRICAL-2016	13
				MN01-S02RMI-INTERNAL BOILER-2016	17
				MN01-S02RMI-TURBINE-2016	1
	<b>Carson, Michael R Total</b>		Not assigned Total		58
	Cassidy III, William J	I&T Mechanic	Not assigned	MN01-S02RMI-I&T-2016	18
				MN02-S52RMI-3/15 AUX STEAM VALVE RPR MO	8
				MN02-S52RMI-4/09 TUBE LEAK MO	8
				MN03-S52RMI-2/24 ECON DEC RS - Start up	8
	<b>Cassidy III, William J Total</b>		Not assigned Total		42
	Charles, Jeffrey S	Electrician	Not assigned	MANSFIELD ELECTRICAL	60
				MANSFIELD MECHANICAL OUTSIDE	4
				MN01-S01RPL LOWER ECONOMIZER-2012	8
				MN01-S01RPL-1A / 18 DUCT COATING 2016	11
				MN01-S01RPL-SCR CATALYST-2012	8
				MN01-S02RMI-ELECTRICAL-2016	38
				MN01-S02RMI-I&T-2016	17
				MN01-S02RMI-INTERNAL BOILER-2016	30
				MN01-S02RMI-TURBINE-2016	4
				MN03-S52RMI-2015 U3 F/M OUTAGE	2
				Not assigned	2
	<b>Charles, Jeffrey S Total</b>		Not assigned Total		184
	Ciccone, Marc A	Electrician	Not assigned	MANSFIELD ELECTRICAL	4
				MN01-S01RPL-1A / 18 DUCT COATING 2016	13
				MN01-S02RMI-ELECTRICAL-2016	59
				MN01-S02RMI-INTERNAL BOILER-2016	4
				MN02-S52RMI-4/15 REAR WALL TUBE LEAK MO	4
				MNCO-NO1RPL-G OXIDATION COLUMN	2
	<b>Ciccone, Marc A Total</b>		Not assigned Total		86
	Circle, Brian T	Power Plant Attendant	MN03-S52RMI-U3 ABS/REACTOR-OPS	Not assigned	12
			MN03-S52RMI-U3 ABS/REACTOR-OPS Total		12
			Not assigned	Not assigned	9.5
	<b>Circle, Brian T Total</b>		Not assigned Total		9.5
	Circle, David L	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	36
			MN01-S52RMI-2/24 BURNER RPR MO Total		36
			MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	80
			MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		80
			Not assigned	Not assigned	51
	<b>Circle, David L Total</b>		Not assigned Total		51
	Clyde, Frank D	I&T Mechanic	Not assigned	MANSFIELD INSTRUMENT & TESTING	8

EXHIBIT NO. 1214 RECEIVED ☒ REJECTED ☐  
CASE NO. 18-CA-163303 CASE NAME FirstEnergy  
NO. OF PAGES 13 DATE 12/2/16 REPORTER JAO



## M116 Overtime report by local 272 employee

Sum of Quantity	Position	WBS Element Desc2	WBS Element Desc	Total
Emp Non-Confidential Desc				
Clyde, Frank D	I&T Mechanic	Not assigned	MN01-SO2RMI-EXTERNAL BOILER-2016	18
			MN01-SO2RMI-I&T-2016	120
			MN02-S52RMI-4/03 REAR WALL TUBE LEAK MO	8
			MN02-S52RMI-4/09 TUBE LEAK MO	16
			MN02-S52RMI-4/15 REAR WALL TUBE LEAK MO	4
			MN03-S52RMI-3/17 ECON DEC RS	16
			MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FC	2
		Not assigned Total		192
Clyde, Frank D Total				192
Conkle, Frederick C	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-S52RMI-2/24 BURNER RPR MO Total		12
		Not assigned	Not assigned	17.5
		Not assigned Total		17.5
Conkle, Frederick C Total				29.5
Conrad, Richard A	I&T Mechanic	Not assigned	MANSFIELD INSTRUMENT & TESTING	32
			MN01-SO2RMI-EXTERNAL BOILER-2016	24
			MN01-SO2RMI-I&T-2016	86
			MN02-S52RMI-4/03 REAR WALL TUBE LEAK MO	8
			MN02-S52RMI-4/15 REAR WALL TUBE LEAK MO	16
			MN03-S52RMI-2/24 ECON DEC RS - Start up	7
			MN03-S52RMI-3/17 ECON DEC RS	22.5
			MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FC	10
		Not assigned Total		205.5
Conrad, Richard A Total				205.5
Costello, Jay R	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL OUTSIDE	8
			MN01-SO1RPL-1A BFPT OVERHAUL	24
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN01-SO2RMI-SO2-2016	8
		Not assigned Total		48
Costello, Jay R Total				48
Council, Charles J	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	76
		MN01-S52RMI-2/24 BURNER RPR MO Total		76
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	132
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		132
		Not assigned	Not assigned	43
		Not assigned Total		43
Council, Charles J Total				251
Cronin Jr, Lonie C	Control Room Operator	MN03-S52RMI-3/17 ECON DEC RS	Not assigned	12
		MN03-S52RMI-3/17 ECON DEC RS Total		12
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	80
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		80
		Not assigned	Not assigned	35
		Not assigned Total		35
Cronin Jr, Lonie C Total				127
Cugini, Perry J	Electrician	Not assigned	MANSFIELD ELECTRICAL	22
			MN01-SO1RPL-1A / 1B DUCT COATING 2016	6
			MN01-SO1RPL-SCR CATALYST-2012	1
			MN01-SO2RMI-ELECTRICAL-2016	89
			MN01-SO2RMI-INTERNAL BOILER-2016	2
			MN01-SO2RMI-TURBINE-2016	6
			MN02-S52RMI-4/15 REAR WALL TUBE LEAK MO	4
			MNCO-N01RPL-G OXIDATION COLUMN	8
		Not assigned Total		138
Cugini, Perry J Total				138
Cutler, Charles J	Power Plant Operator	MNCO-S52RMI-HYDROBINS-OPS	Not assigned	12
		MNCO-S52RMI-HYDROBINS-OPS Total		12
		MNCO-S52RMI-POND PUMPING-OPS	Not assigned	36
		MNCO-S52RMI-POND PUMPING-OPS Total		36
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	56
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		56
		Not assigned	Not assigned	52.5
		Not assigned Total		52.5
Cutler, Charles J Total				156.5
Davis III, Edward O	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-S52RMI-2/24 BURNER RPR MO Total		12
		MNCO-S52RMI-POND PUMPING-OPS	Not assigned	20
		MNCO-S52RMI-POND PUMPING-OPS Total		20
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	36
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		36
		Not assigned	Not assigned	32
		Not assigned Total		32
Davis III, Edward O Total				100
Drexler, Darren J	Power Plant Operator (P)	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	60
		MN01-S52RMI-2/24 BURNER RPR MO Total		60
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	68
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		68
		Not assigned	Not assigned	33.5
		Not assigned Total		33.5
Drexler, Darren J Total				161.5
Dunlevy, Wade J	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-S52RMI-2/24 BURNER RPR MO Total		12
		MN03-S52RMI-U3 ABS/REACTOR-OPS	Not assigned	12
		MN03-S52RMI-U3 ABS/REACTOR-OPS Total		12
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC	Not assigned	4
		MNCO-S52RMI-UNION RPL-VAC,PAD,MISC Total		4
		Not assigned	Not assigned	43
		Not assigned Total		43
Dunlevy, Wade J Total				71
Eannottle, Patrick G	Maintenance Mechanic	Not assigned	MN01-SO1RPL-1A BFPT OVERHAUL	16
			MN01-SO2RMI-EXTERNAL BOILER-2016	8

## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
Lannotti, Patrick G	Maintenance Mechanic	Not assigned	MN01-S02RMI-TURBINE-2016	4
		Not assigned Total	Not assigned	4
Lannotti, Patrick G Total				32
Earl, Mark E	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MN01-S01RPL-1A BFPT OVERHAUL	32
			MN01-S02RMI-EXTERNAL BOILER-2016	24
			MN01-S02RMI-TURBINE-2016	32
			MN02-S52RMI-3/15 AUX STEAM VALVE RPR MO	8
			MN02-S52RMI-4/09 TUBE LEAK MO	8
			MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FO	8
		Not assigned Total		120
Earl, Mark E Total				120
Eusanio, Nicholas R	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-S52RMI-2/24 BURNER RPR MO Total		12
		MNCO-S52RMI-FUEL OIL UNLOADING-OPS	Not assigned	12
		MNCO-S52RMI-FUEL OIL UNLOADING-OPS Total		12
		MNCO-S52RMI-POND PUMPING-OPS	Not assigned	12
		MNCO-S52RMI-POND PUMPING-OPS Total		12
		MNCO-S52RMI-UNION RPL-VAC, PAD, MISC	Not assigned	40
		MNCO-S52RMI-UNION RPL-VAC, PAD, MISC Total		40
		Not assigned	Not assigned	44.5
		Not assigned Total		44.5
Eusanio, Nicholas R Total				120.5
Everly, John R	Power Plant Operator	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-S52RMI-2/24 BURNER RPR MO Total		12
		MN02-S52RMI-4/09 TUBE LEAK MO	Not assigned	4
		MN02-S52RMI-4/09 TUBE LEAK MO Total		4
		MNCO-S52RMI-UNION RPL-VAC, PAD, MISC	Not assigned	48
		MNCO-S52RMI-UNION RPL-VAC, PAD, MISC Total		48
		Not assigned	Not assigned	36.5
		Not assigned Total		36.5
Everly, John R Total				100.5
Ferry, Paul G	Electrician	Not assigned	MN01-S01RPL-1A / 1B DUCT COATING 2016	8
			MN01-S02RMI-ELECTRICAL-2016	8
		Not assigned Total		16
Ferry, Paul G Total				16
Fire, Anthony S	Power Plant Operator (P)	MN01-S52RMI-2/24 BURNER RPR MO	Not assigned	28
		MN01-S52RMI-2/24 BURNER RPR MO Total		28
		MN03-S52RMI-U3 ABS/REACTOR-OPS	Not assigned	4
		MN03-S52RMI-U3 ABS/REACTOR-OPS Total		4
		MNCO-S52RMI-FUEL OIL UNLOADING-OPS	Not assigned	12
		MNCO-S52RMI-FUEL OIL UNLOADING-OPS Total		12
		Not assigned	Not assigned	40
		Not assigned Total		40
Fire, Anthony S Total				84
Flowers, Richard J	I&T Mechanic	Not assigned	MN01-S02RMI-EXTERNAL BOILER-2016	4
			MN01-S02RMI-I&T-2016	60
			MN02-S52RMI-3/15 AUX STEAM VALVE RPR MO	6
			MN02-S52RMI-4/15 REAR WALL TUBE LEAK MO	8
			MN03-S52RMI-3/17 ECON DEC RS	2
			MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FO	8
			MN03-S52RMI-4/18 BLR TRIP/TUBE LEAK FO	8
		Not assigned Total		96
Flowers, Richard J Total				96
Frank, Daniel R	Control Room Operator	MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FO	Not assigned	12
		MN03-S52RMI-4/10 BA SLOPE TUBE LEAK FO Total		12
		MNCO-S52RMI-UNION RPL-VAC, PAD, MISC	Not assigned	28
		MNCO-S52RMI-UNION RPL-VAC, PAD, MISC Total		28
		Not assigned	Not assigned	35
		Not assigned Total		35
Frank, Daniel R Total				75
Gallo, Roger A	Electrician	Not assigned	MANSFIELD ELECTRICAL	23
			MN01-S02RMI-ELECTRICAL-2016	37
		Not assigned Total		60
Gallo, Roger A Total				60
Garcia, Melchor Z	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	4
			MN01-S01RPL-1A BFPT OVERHAUL	8
			MN01-S02RMI-EXTERNAL BOILER-2016	16
			MN01-S02RMI-TURBINE-2016	8
			MNCO-N02REM-2016 COMMON BLANKET ITEMS	4
		Not assigned Total		48
Garcia, Melchor Z Total				48
Glenn, Charles H	Maintenance Mechanic	Not assigned	MN01-S01RPL-1A BFPT OVERHAUL	16
			MN01-S02RMI-S02-2016	8
		Not assigned Total	Not assigned	8
Glenn, Charles H Total				32
Goddard, Kenneth J	I&T Mechanic	Not assigned	MANSFIELD INSTRUMENT & TESTING	11
			MN01-S02RMI-EXTERNAL BOILER 2016	8
			MN01-S02RMI-I&T-2016	101
			MN01-S02RMI-TURBINE-2016	3
			MN02-S52RMI-3/15 AUX STEAM VALVE RPR MO	5
			MN02-S52RMI-4/03 REAR WALL TUBE LEAK MO	8
			MN02-S52RMI-4/09 TUBE LEAK MO	12
			MN02-S52RMI-4/15 REAR WALL TUBE LEAK MO	6
			MN03-S52RMI-3/17 ECON DEC RS	22
		Not assigned Total		176
Goddard, Kenneth J Total				176



## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
Gough, Leslie B	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	36
		MN01-SS2RMI-2/24 BURNER RPR MO Total		36
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	40
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		40
		Not assigned	Not assigned	27
		Not assigned Total		27
<b>Gough, Leslie B Total</b>				<b>108</b>
Gray, Dennis D	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	8
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		8
		Not assigned	Not assigned	25.5
		Not assigned Total		25.5
<b>Gray, Dennis D Total</b>				<b>45.5</b>
Gray, Garry W	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	24
		MN01-SS2RMI-2/24 BURNER RPR MO Total		24
		MN03-SS2RMI-3/17 ECON DEC RS	Not assigned	16
		MN03-SS2RMI-3/17 ECON DEC RS Total		16
		Not assigned	Not assigned	35
		Not assigned Total		35
<b>Gray, Garry W Total</b>				<b>75</b>
Gray, Thomas D	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	76
		MN01-SS2RMI-2/24 BURNER RPR MO Total		76
		MNCO-SS2RMI-HYDROBINS-OPS	Not assigned	12
		MNCO-SS2RMI-HYDROBINS-OPS Total		12
		MNCO-SS2RMI-U1 & U2 TRAIN CLG-OPS	Not assigned	24
		MNCO-SS2RMI-U1 & U2 TRAIN CLG-OPS Total		24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	116
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		116
		Not assigned	Not assigned	43
		Not assigned Total		43
<b>Gray, Thomas D Total</b>				<b>271</b>
Gray, Timothy P	Control Room Operator	MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	Not assigned	4
		MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO Total		4
		MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FO	Not assigned	12
		MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FO Total		12
		MN03-SS2RMI-4/18 BLR TRIP/TUBE LEAK FO	Not assigned	4
		MN03-SS2RMI-4/18 BLR TRIP/TUBE LEAK FO Total		4
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	50
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		50
		Not assigned	Not assigned	47
		Not assigned Total		47
<b>Gray, Timothy P Total</b>				<b>127</b>
Grazian, Enzo	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	16
			MN01-SO2RMI-EXTERNAL BOILER-2016	24
				40
			Not assigned Total	40
<b>Grazian, Enzo Total</b>				<b>40</b>
Greco, Robert L	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	8
			MN01-SO1RPL-1A BFPT OVERHAUL	64
			MN01-SO2RMI-EXTERNAL BOILER-2016	32
			MN01-SO2RMI-SO2-2016	8
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	8
			Not assigned Total	128
<b>Greco, Robert L Total</b>				<b>128</b>
Green, George H	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	36
			MANSFIELD MECHANICAL OUTSIDE	36
			MN01-SO1RPL-1A BFPT OVERHAUL	28
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN01-SO2RMI-TURBINE-2016	48
			MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	8
			MN02-SS2RMI-4/09 TUBE LEAK MO	20
			MNCO-NQ2REM-2016 COMMON BLANKET ITEMS	8
			Not assigned Total	192
<b>Green, George H Total</b>				<b>192</b>
Hazlett, Russell T	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	24
		MN01-SS2RMI-2/24 BURNER RPR MO Total		24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	108
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		108
		Not assigned	Not assigned	44.5
		Not assigned Total		44.5
<b>Hazlett, Russell T Total</b>				<b>176.5</b>
Heathcote, Charles B	Maintenance Mechanic	Not assigned	HACO-SS2RMI-SO2 Removal	2
			MANSFIELD MECHANICAL OUTSIDE	56
			MN01-SO1RPL-1A BFPT OVERHAUL	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN01-SO2RMI-SO2-2016	16
			MN01-SO2RMI-TURBINE-2016	8
			MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	16
			MN02-SS2RMI-4/09 TUBE LEAK MO	8
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FC	8
			MNCO-NQ2REM-2016 COMMON BLANKET ITEMS	8
			Not assigned Total	138
<b>Heathcote, Charles B Total</b>				<b>138</b>
Hennessey, Robert R	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	28
		MN01-SS2RMI-2/24 BURNER RPR MO Total		28
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	104
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		104
		Not assigned	Not assigned	47
		Not assigned Total		47

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Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
<b>Hennessey, Robert R Total</b>				<b>179</b>
Hicks, Ian	Power Plant Attendant	MN03-SS2RMI-U3 ABS/REACTOR-OPS	Not assigned	12
		MN03-SS2RMI-U3 ABS/REACTOR-OPS Total		12
		Not assigned	Not assigned	9.5
		Not assigned Total		9.5
<b>Hicks, Ian Total</b>				<b>21.5</b>
Higgins, Jeffrey A	Power Plant Operator	MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	36
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		36
		Not assigned	Not assigned	40.35
		Not assigned Total		40.35
<b>Higgins, Jeffrey A Total</b>				<b>76.35</b>
Hopkins, Harold W	Electrician	Not assigned	MANSFIELD ELECTRICAL	31
			MANSFIELD MECHANICAL OUTSIDE	1
			MN01-SO2RPL-1A / 1B DUCT COATING 2016	10
			MN01-SO2RMI-ELECTRICAL-2016	90
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN02-HO2REM-2016 U2 BLANKET ITEMS	8
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	8
			MNCO-MM2RMI-OLD MWO CLEANUP AMP	3
		Not assigned Total		150
<b>Hopkins, Harold W Total</b>				<b>160</b>
Hutchison, Max D	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	12
			MANSFIELD MECHANICAL OUTSIDE	36
			MN01-NO1BLK-1B LIME RECYCLE PUMP EXP INT	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	24
			MN01-SO2RMI-OPERATIONS-2016	8
			MN01-SO2RMI-SO2-2016	8
			MN02-HO2REM-2016 U2 BLANKET ITEMS	8
		Not assigned Total		104
<b>Hutchison, Max D Total</b>				<b>104</b>
Hutton, Mark C	Electrician	Not assigned	MANSFIELD ELECTRICAL	14
			MN01-SO2RMI-ELECTRICAL-2016	58
			MN01-SO2RMI-I&T-2016	16
			MN01-SO2RMI-INTERNAL BOILER-2016	16
			MN02-HO2REM-2016 U2 BLANKET ITEMS	8
		Not assigned Total		112
<b>Hutton, Mark C Total</b>				<b>112</b>
Jones Jr, Robert J	Power Plant Operator (P)	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	72
		MN01-SS2RMI-2/24 BURNER RPR MO Total		72
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	120
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		120
		Not assigned	Not assigned	35
		Not assigned Total		35
<b>Jones Jr, Robert J Total</b>				<b>227</b>
Joy, Charles R	Master Instrument & Test	Not assigned	MANSFIELD INSTRUMENT & TESTING	25
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN01-SO2RMI-I&T-2016	56
			MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	5
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	10
			MN03-SS2RMI-2/24 ECON DEC RS - Start up	8
			MN03-SS2RMI-3/17 ECON DEC RS	16
			MN03-SS2RMI-4/19 BLR TRIP/TUBE LEAK FO	8
			Outage Construction	8
		Not assigned Total		144
<b>Joy, Charles R Total</b>				<b>144</b>
Judy, Robert T	Power Plant Operator (P)	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	64
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		64
		Not assigned	Not assigned	43
		Not assigned Total		43
<b>Judy, Robert T Total</b>				<b>119</b>
Julian, Jeffrey A	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	64
		MN01-SS2RMI-2/24 BURNER RPR MO Total		64
		MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	Not assigned	12
		MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO Total		12
		MN03-SS2RMI-U3 ABS/REACTOR-OPS	Not assigned	24
		MN03-SS2RMI-U3 ABS/REACTOR-OPS Total		24
		MNCO-SS2RMI-FUEL OIL UNLOADING-OPS	Not assigned	24
		MNCO-SS2RMI-FUEL OIL UNLOADING-OPS Total		24
		MNCO-SS2RMI-HYDROBINS-OPS	Not assigned	12
		MNCO-SS2RMI-HYDROBINS-OPS Total		12
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	120
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		120
		Not assigned	Not assigned	35
		Not assigned Total		35
<b>Julian, Jeffrey A Total</b>				<b>291</b>
Kessel, Thomas P	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	24
			MN01-SO2RMI-EXTERNAL BOILER-2016	48
		Not assigned Total		72
<b>Kessel, Thomas P Total</b>				<b>72</b>
Kneubehl, Robert W	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-U1& U2 TRAIN CLG-OPS	Not assigned	12
		MNCO-SS2RMI-U1& U2 TRAIN CLG-OPS Total		12
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	16
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		16
		Not assigned	Not assigned	43
		Not assigned Total		43
<b>Kneubehl, Robert W Total</b>				<b>83</b>

## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
Krieger, Kevin J	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN02-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-HYDROBINS-OPS	Not assigned	24
		MNCO-SS2RMI-HYDROBINS-OPS Total		24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	88
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		88
		Not assigned	Not assigned	43
		Not assigned Total		43
Krieger, Kevin J Total				167
Kronk, Dale R	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	32
			MANSFIELD MECHANICAL OUTSIDE	9
			MN01-SO1RPL-1A LIME RECYCLE PUMP EXP JNT	3
			MN01-SO1RPL-1A BFTT OVERHAUL	40
			MN01-SO2RMI-EXTERNAL BOILER-2016	32
			MN01-SO2RMI-SO2-2016	8
			MN01-SO2RMI-TURBINE-2016	28
			MN02-SS2RMI-4/09 TUBE LEAK MO	8
			Not assigned	8
		Not assigned Total		168
Kronk, Dale R Total				168
Lacko, Jeremy T	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	36
		MN01-SS2RMI-2/24 BURNER RPR MO Total		36
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	52
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		52
		MNCO-SS2RMI-VAC TRUCK-OPS	Not assigned	12
		MNCO-SS2RMI-VAC TRUCK-OPS Total		12
		Not assigned	Not assigned	43
		Not assigned Total		43
Lacko, Jeremy T Total				143
Linger, John G	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		24
		Not assigned	Not assigned	35
		Not assigned Total		35
Linger, John G Total				71
Littell, Mark T	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	16
			MANSFIELD MECHANICAL OUTSIDE	32
			MANSFIELD UNIT OPERATIONS	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN01-SO2RMI-TURBINE-2016	8
			MN02-SS2RMI-1/23 BOILER TUBE LEAK MO	8
			SA Prod North Misc	8
		Not assigned Total		88
Littell, Mark T Total				88
Lower, Fred W	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MN02-SS2RMI-4/09 TUBE LEAK MO	Not assigned	12
		MN02-SS2RMI-4/09 TUBE LEAK MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	20
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		20
		Not assigned	Not assigned	35
		Not assigned Total		35
Lower, Fred W Total				79
Lyons, Edward B	Power Plant Operator	MNCO-SS2RMI-FUEL OIL UNLOADING-OPS	Not assigned	12
		MNCO-SS2RMI-FUEL OIL UNLOADING-OPS Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	48
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		48
		Not assigned	Not assigned	35
		Not assigned Total		35
Lyons, Edward B Total				95
Marshman Jr, Herman	Power Plant Operator (P)	Not assigned	Not assigned	40
		Not assigned Total		40
Marshman Jr, Herman Total				40
Martin, Andrew E	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	80
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		80
		Not assigned	Not assigned	33.5
		Not assigned Total		33.5
Martin, Andrew E Total				125.5
Martin, Edward R	Power Plant Operator	MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		24
		Not assigned	Not assigned	44.5
		Not assigned Total		44.5
Martin, Edward R Total				68.5
Mays, Dale D	Maintenance Mechanic	Not assigned	MN01-SO1RPL-1A BFTT OVERHAUL	24
			MN01-SO2RMI-SO2-2016	4
			MN01-SO2RMI-TURBINE-2016	16
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	4
		Not assigned Total		48
Mays, Dale D Total				48
Mccann, Gerald E	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL OUTSIDE	8
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	8
		Not assigned Total		16
Mccann, Gerald E Total				16
Mccoy, Michael J	Master Maintenance Mechani	Not assigned	MANSFIELD MECHANICAL INSIDE	32
			MANSFIELD MECHANICAL OUTSIDE	16
			MANSFIELD YARD	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	16

## M116 Overtime report by local 272 employee

Sum of Quantity	Position	WBS Element Desc2	WBS Element Desc	Total
Emp Non-Confidential Desc				
Mccoy, Michael J	Master Maintenance Mechanic	Not assigned	MN01-S02RMI-SO2-2016	32
			MN01-S02RMI-TURBINE-2016	8
			MN01-S02RMI-1/23 BOILER TUBE LEAK MO	8
			MN02-NO2REM-2016 U2 BLANKET ITEMS	16
		Not assigned Total		136
Mccoy, Michael J Total				136
Mcdevitt, Greg V	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	8
			MN01-S01RPL-1A BFPT OVERHAUL	8
			MN01-S02RMI-EXTERNAL BOILER-2016	8
			MN01-S02RMI-SO2-2016	8
			MN01-S02RMI-TURBINE-2016	8
		Not assigned Total		48
Mcdevitt, Greg V Total				48
McHaffie, Mickey G	Electrician	Not assigned	MANSFIELD ELECTRICAL	14
			MANSFIELD MECHANICAL INSIDE	8
			MN01-S02RMI-ELECTRICAL-2016	50
			MN01-S02RMI-INTERNAL BOILER-2016	12
			MN02-NO2REM-2016 U2 BLANKET ITEMS	2
		Not assigned Total		86
McHaffie, Mickey G Total				86
McIntosh, Bruce M	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	20
			MN02-NO2REM-2016 U2 BLANKET ITEMS	4
			MNCO-NO2REM-2016 COMMON BLANKET ITEMS	8
		Not assigned Total		40
McIntosh, Bruce M Total				40
McKendry, Michael R	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	4
			MANSFIELD MECHANICAL OUTSIDE	14
			MN01-S01RPL-1A BFPT OVERHAUL	8
			MN01-S02RMI-EXTERNAL BOILER-2016	16
			MN02-S02RMI-4/09 TUBE LEAK MO	8
			MNCO-NO2REM-2016 COMMON BLANKET ITEMS	8
		Not assigned Total		58
McKendry, Michael R Total				58
McShane, Michael B	Power Plant Operator	MN01-S02RMI-2/24 BURNER RPR MO	Not assigned	24
		MN01-S02RMI-2/24 BURNER RPR MO Total		24
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC	Not assigned	44
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC Total		44
		Not assigned	Not assigned	29.5
		Not assigned Total		29.5
McShane, Michael B Total				97.5
Meadows, Mark A	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	9
			MANSFIELD MECHANICAL OUTSIDE	32
			MANSFIELD UNIT OPERATIONS	2
			MN01-NO1BLK-1B LIME RECYCLE PUMP EXP JNT	2
			MN01-S01RPL-1A BFPT OVERHAUL	6
			MN01-S02RMI-EXTERNAL BOILER-2016	14
			MN01-S02RMI-SO2-2016	8
			MN01-S02RMI-TURBINE-2016	9
			MN02-S02RMI-4/09 REAR WALL TUBE LEAK MO	1
			MN02-S02RMI-4/15 REAR WALL TUBE LEAK MO	4
		Not assigned Total		87
Meadows, Mark A Total				87
Melko, Michael M	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	4
			MN02-S02RMI-4/09 TUBE LEAK MO	8
			MN02-S02RMI-4/15 REAR WALL TUBE LEAK MO	4
		Not assigned Total		24
Melko, Michael M Total				24
Mellington, Mark A	Control Room Operator	MNCO-S02RMI-UNION RPL-VAC,PAD,MISC	Not assigned	32
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC Total		32
		Not assigned	Not assigned	35
		Not assigned Total		35
Mellington, Mark A Total				67
Mercadante, Jerry R	Power Plant Operator	MN01-S02RMI-2/24 BURNER RPR MO	Not assigned	40
		MN01-S02RMI-2/24 BURNER RPR MO Total		40
		MNCO-S02RMI-SBS-OPS	Not assigned	6
		MNCO-S02RMI-SBS-OPS Total		6
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC	Not assigned	24
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC Total		24
Mercadante, Jerry R Total				70
Metalk, James D	Master Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	40
			MANSFIELD MECHANICAL OUTSIDE	16
			MANSFIELD UNIT OPERATIONS	8
			MN01-S02RMI-EXTERNAL BOILER-2016	54
			MN03-NO1BLK-INS ELEC HOT WTR TANK / SYS	2
		Not assigned Total		130
Metalk, James D Total				130
Michalik, Thomas	Power Plant Operator	MN01-S02RMI-2/24 BURNER RPR MO	Not assigned	84
		MN01-S02RMI-2/24 BURNER RPR MO Total		84
		MN02-S02RMI-4/09 TUBE LEAK MO	Not assigned	4
		MN02-S02RMI-4/09 TUBE LEAK MO Total		4
		MNCO-S02RMI-U1& U2 TRAIN CLG-OPS	Not assigned	12
		MNCO-S02RMI-U1& U2 TRAIN CLG-OPS Total		12
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC	Not assigned	188
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC Total		188
		Not assigned	Not assigned	43
		Not assigned Total		43
Michalik, Thomas Total				333



## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
Mick, Craig E	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	60
		MN01-SS2RMI-2/24 BURNER RPR MO Total		60
		MNCO-SS2RMI-FUEL OIL UNLOADING-OPS	Not assigned	12
		MNCO-SS2RMI-FUEL OIL UNLOADING-OPS Total		12
		MNCO-SS2RMI-HYDROBINS-OPS	Not assigned	12
		MNCO-SS2RMI-HYDROBINS-OPS Total		12
		MNCO-SS2RMI-POND PUMPING-OPS	Not assigned	24
		MNCO-SS2RMI-POND PUMPING-OPS Total		24
		MNCO-SS2RMI-U1 & U2 TRAIN CLG-OPS	Not assigned	12
		MNCO-SS2RMI-U1 & U2 TRAIN CLG-OPS Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	100
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		100
		Not assigned	Not assigned	43
		Not assigned Total		43
Mick, Craig E Total				268
Miller, Leonard A	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL OUTSIDE	16
			MN01-SO2RMI-SO2-2016	16
			MN02-NO2REM-2016 U2 BLANKET ITEMS	16
		Not assigned Total		48
Miller, Leonard A Total				48
Mitchell, Dennis L	I&T Mechanic	Not assigned	MANSFIELD INSTRUMENT & TESTING	13
			MN01-SO2RMI-EXTERNAL BOILER-2016	5
			MN01-SO2RMI-I&T-2016	78
			MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	8
			MN02-SS2RMI-4/03 REAR WALL TUBE LEAK MO	8
			MN02-SS2RMI-4/09 TUBE LEAK MO	12
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	4
			MN03-SS2RMI-3/17 ECON DEC RS	16
			MN03-SS2RMI-4/18 BLR TRIP/TUBE LEAK FO	8
		Not assigned Total		153
Mitchell, Dennis L Total				153
Molnar, Franc M	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL OUTSIDE	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	16
		Not assigned Total		24
Molnar, Franc M Total				24
Montgomery Jr, Herman L	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	20
			MANSFIELD MECHANICAL OUTSIDE	16
			MN01-SO2RMI-EXTERNAL BOILER-2016	39
			MN01-SO2RMI-TURBINE-2016	8
		Not assigned Total		83
Montgomery Jr, Herman L Total				83
Montgomery, Sean M	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	40
			MANSFIELD MECHANICAL OUTSIDE	36
			MN01-SO2RMI-EXTERNAL BOILER-2016	124
			MN01-SO2RMI-OPERATIONS-2016	8
			MN01-SO2RMI-TURBINE-2016	8
		Not assigned Total		216
Montgomery, Sean M Total				216
Murcko Jr, Frank J	Power Plant Operator (P)	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	132
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		132
		Not assigned	Not assigned	41.5
		Not assigned Total		41.5
Murcko Jr, Frank J Total				185.5
Novak, Stanley A	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MN02-SS2RMI-4/03 REAR WALL TUBE LEAK MO	Not assigned	4
		MN02-SS2RMI-4/03 REAR WALL TUBE LEAK MO Total		4
		MN03-SS2RMI-U3 ABS/REACTOR-OPS	Not assigned	12
		MN03-SS2RMI-U3 ABS/REACTOR-OPS Total		12
		MNCO-SS2RMI-POND PUMPING-OPS	Not assigned	12
		MNCO-SS2RMI-POND PUMPING-OPS Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	56
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		56
		Not assigned	Not assigned	35
		Not assigned Total		35
Novak, Stanley A Total				131
Parks, Timothy J	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	24
		MN01-SS2RMI-2/24 BURNER RPR MO Total		24
		MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	Not assigned	4
		MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO Total		4
		MN03-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	92
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		92
		Not assigned	Not assigned	35
		Not assigned Total		35
Parks, Timothy J Total				158
Pence, Kevin C	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		Not assigned	Not assigned	35
		Not assigned Total		35
Pence, Kevin C Total				47
Pero, Michael J	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MN03-SS2RMI-3/17 ECON DEC RS	Not assigned	12
		MN03-SS2RMI-3/17 ECON DEC RS Total		12
		MNCO-SS2RMI-HYDROBINS-OPS	Not assigned	36
		MNCO-SS2RMI-HYDROBINS-OPS Total		36
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	56
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		56

## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
Pero, Michael J	Power Plant Operator	Not assigned	Not assigned	43
Pero, Michael J Total		Not assigned Total		43
Petrunka, Brian J	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	159
		MN01-SS2RMI-2/24 BURNER RPR MO Total		36
		MNCO-SS2RMI-FUEL OIL UNLOADING-OPS	Not assigned	36
		MNCO-SS2RMI-FUEL OIL UNLOADING-OPS Total		24
		MNCO-SS2RMI-HYDROBINS-OPS	Not assigned	24
		MNCO-SS2RMI-HYDROBINS-OPS Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		116
		MNCO-SS2RMI-VAC TRUCK-OPS	Not assigned	12
		MNCO-SS2RMI-VAC TRUCK-OPS Total		12
		Not assigned	Not assigned	35
Petrunka, Brian J Total		Not assigned Total		35
Pickens, David G	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	236
			MANSFIELD MECHANICAL OUTSIDE	36
			MN01-SO2RMI-EXTERNAL BOILER-2016	24
			MN01-SO2RMI-TURBINE-2016	32
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FO	8
			MNCO-NO2REM-2016 COMMON BLANKET ITEMS	16
		Not assigned Total		4
Pickens, David G Total				120
Plunkett, Gerald L	Control Room Operator	MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	120
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		4
		Not assigned	Not assigned	4
Plunkett, Gerald L Total		Not assigned Total		16
Raschila, Todd A	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	20
			MANSFIELD MECHANICAL OUTSIDE	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MNCO-NO1BLK-HSW 18" KNIFEGATE VALVE	8
		Not assigned Total		32
Raschila, Todd A Total				32
Ratkovich, David A	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	24
			MN01-SO1RPL-1A BFPT OVERHAUL	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	40
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FO	8
		Not assigned Total		80
Ratkovich, David A Total				80
Rawlings, Thomas M	Master Maintenance Mechane	Not assigned	MANSFIELD MECHANICAL INSIDE	30
			MANSFIELD MECHANICAL OUTSIDE	16
			MN01-SO2RMI-EXTERNAL BOILER-2016	16
			MN01-SO2RMI-TURBINE-2016	32
			MN02-SS2RMI-4/09 TUBE LEAK MO	8
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FC	8
		Not assigned Total		88
Rawlings, Thomas M Total				88
Reese, Randy A	I&T Mechanic	Not assigned	MANSFIELD INSTRUMENT & TESTING	28
			MN01-SO2RMI-EXTERNAL BOILER-2016	7
			MN01-SO2RMI-I&T-2016	25
			MN01-SO2RMI-TURBINE-2016	107
			MN02-SS2RMI-3/15 AUX STEAM VALVE RPR MO	3
			MN02-SS2RMI-4/03 REAR WALL TUBE LEAK MO	8
			MN02-SS2RMI-4/09 TUBE LEAK MO	8
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	24
			MN03-SS2RMI-2/24 ECON DEC RS - Start up	7
			MN03-SS2RMI-3/17 ECON DEC RS	8
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FC	23
			Outage Construction	5
		Not assigned Total		2
Reese, Randy A Total				227
Reft, John A	Electrician	Not assigned	MANSFIELD ELECTRICAL	227
			MN01-SO1RPL-1A / 1B DUCT COATING 2016	37
			MN01-SO2RMI-ELECTRICAL-2016	15
			MN01-SO2RMI-EXTERNAL BOILER-2016	73
			MN01-SO2RMI-TURBINE-2016	5
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	4
		Not assigned Total		8
Reft, John A Total				142
Ritter, Joseph A	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	142
		MN01-SS2RMI-2/24 BURNER RPR MO Total		24
		Not assigned	Not assigned	24
Ritter, Joseph A Total		Not assigned Total		43
Scheil, David F	I&T Mechanic	Not assigned	MANSFIELD INSTRUMENT & TESTING	67
			MN01-SO2RMI-EXTERNAL BOILER-2016	14
			MN01-SO2RMI-I&T-2016	15
			MN03-SS2RMI-2/24 ECON DEC RS - Start up	33
			MN03-SS2RMI-3/17 ECON DEC RS	7
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FC	6.5
		Not assigned Total		2
Scheil, David F Total				77.5
Seevens, Craig T	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	77.5
		MN01-SS2RMI-2/24 BURNER RPR MO Total		24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		120
		Not assigned	Not assigned	120
		Not assigned Total		44.5
				44.5

## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
<b>Seavers, Craig T Total</b>				<b>188.5</b>
Sehn, Matthew O	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	72
		MN01-SS2RMI-2/24 BURNER RPR MO Total		72
		MNCO-SS2RMI-POND PUMPING-OPS	Not assigned	72
		MNCO-SS2RMI-POND PUMPING-OPS Total		72
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	76
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		76
		Not assigned	Not assigned	43
		Not assigned Total		43
<b>Sehn, Matthew O Total</b>				<b>263</b>
Shaffer, Timothy W	Master Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL OUTSIDE	2
			MN01-SO2RMI-EXTERNAL BOILER-2016	4
			MN01-SO2RMI-TURBINE-2016	84
		Not assigned Total		90
<b>Shaffer, Timothy W Total</b>				<b>90</b>
Skelton, Charles A	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	24
			MANSFIELD MECHANICAL OUTSIDE	24
			MN01-SO1RPL-1A BFPT OVERHAUL	16
			MN01-SO2RMI-EXTERNAL BOILER-2016	40
			MN02-SS2RMI-4/09 TUBE LEAK MO	16
		Not assigned Total		120
<b>Skelton, Charles A Total</b>				<b>120</b>
Smogor, Craig V	Power Plant Operator (P)	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	24
		MN01-SS2RMI-2/24 BURNER RPR MO Total		24
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	48
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		48
		Not assigned	Not assigned	35
		Not assigned Total		35
<b>Smogor, Craig V Total</b>				<b>107</b>
Smyth, Michael J	Power Plant Operator (P)	Not assigned	Not assigned	36.5
		Not assigned Total		36.5
<b>Smyth, Michael J Total</b>				<b>36.5</b>
Snyder Jr, Franklin C	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	32
			MANSFIELD MECHANICAL OUTSIDE	32
			MANSFIELD UNIT OPERATIONS	8
			MN01-NO1BLK-1B LIME RECYCLE PUMP EXP INT	4
			MN01-SO1RPL-1A BFPT OVERHAUL	4
			MN01-SO2RMI-EXTERNAL BOILER-2016	80
			MN01-SO2RMI-TURBINE-2016	8
			MN02-SS2RMI-4/09 TUBE LEAK MO	20
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FG	4
			Not assigned	4
		Not assigned Total		196
<b>Snyder Jr, Franklin C Total</b>				<b>196</b>
Sosack Jr, William R	Master Maintenance Mechanic	Not assigned	ELCO-SS2RMI-ATSI Maintenance	8
			HACO-SS2RMI-SO2 Removal	2
			MANSFIELD MECHANICAL INSIDE	40
			MANSFIELD MECHANICAL OUTSIDE	90
			MANSFIELD UNIT OPERATIONS	8
			MN01-SO2RMI-EXTERNAL BOILER-2016	48
			MN01-SO2RMI-SO2-2016	8
			MN01-SS2RMI-3/23 BOILER TUBE LEAK MO	4
			MN02-SS2RMI-4/09 TUBE LEAK MO	8
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	8
			MNCO-MM2RMI-OLD MWO CLEANUP AMP	8
			MNCO-NO2REM-2016 COMMON BLANKET ITEMS	8
		Not assigned Total		240
<b>Sosack Jr, William R Total</b>				<b>240</b>
Speece III, William M	Power Plant Attendant	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		Not assigned	Not assigned	20
		Not assigned Total		20
<b>Speece III, William M Total</b>				<b>32</b>
Starkley, Paul L	Master Electrician	Not assigned	MANSFIELD ELECTRICAL	22
			MN01-SO1RPL-1A / 1B DUCT COATING 2016	32
			MN01-SO1RPL-AIR HEATER BASKETS	8
			MN01-SO1RPL-B/A SEAL SKIRT TROUGH 2016	8
			MN01-SO2RMI-ELECTRICAL-2016	100
			MN01-SO2RMI-I&T-2016	8
			MN01-SO2RMI-INTERNAL BOILER-2016	34
			MN02-NO2REM-2016 U2 BLANKET ITEMS	28
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	6
			MN03-SS2RMI-4/10 BA SLOPE TUBE LEAK FG	4
			MNCO-NO1RPL-G OXIDATION COLUMN	8
		Not assigned Total		258
<b>Starkley, Paul L Total</b>				<b>258</b>
Stickler, Roger D	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MN02-SS2RMI-4/09 TUBE LEAK MO	Not assigned	12
		MN02-SS2RMI-4/09 TUBE LEAK MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	132
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		132
		Not assigned	Not assigned	43
		Not assigned Total		43
<b>Stickler, Roger D Total</b>				<b>199</b>
Tarnovich, Charles N	Power Plant Operator (P)	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC	Not assigned	140
		MNCO-SS2RMI-UNION RPL-VAC, PAD, MISC Total		140
		Not assigned	Not assigned	35

## M116 Overtime report by local 272 employee

Sum of Quantity	Position	WBS Element Desc2	WBS Element Desc	Total
Emp Non-Confidential Desc	Power Plant Operator (P)	Not assigned Total		35
Tarnovich, Charles N				187
Tarnovich, Charles N Total				16
Taylor, Guy	I&T Mechanic	Not assigned	MANSFIELD INSTRUMENT & TESTING	16
			MN01-S02RMI-EXTERNAL BOILER-2016	16
			MN01-S02RMI-I&T-2016	40
			MN02-S02RMI-4/03 REAR WALL TUBE LEAK MO	8
			MN02-S02RMI-4/09 TUBE LEAK MO	8
			MN03-S02RMI-3/17 ECON DEC RS	16
		Not assigned Total		104
Taylor, Guy Total				194
Taylor, Kevin W	Power Plant Operator	MN01-S02RMI-2/24 BURNER RPR MO	Not assigned	24
		MN01-S02RMI-2/24 BURNER RPR MO Total		24
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC	Not assigned	80
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC Total		80
		Not assigned	Not assigned	25.5
		Not assigned Total		25.5
Taylor, Kevin W Total				129.5
Thompson, Paul W	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	20
			MN01-NO1BLK-18 LIME RECYCLE PUMP EXP JNT	8
			MN01-S02RMI-EXTERNAL BOILER-2016	44
			MN01-S02RMI-TURBINE-2016	8
		Not assigned Total		80
Thompson, Paul W Total				80
Tittiger, Richard D	Master Electrician	Not assigned	MANSFIELD ELECTRICAL	63
			MN01-S01RPL-1A / 18 DUCT COATING 2016	4
			MN01-S01RPL-8/A SEAL SKIRT TROUGH 2016	16
			MN01-S01RPL-BLR WATER WALLS-2016	3
			MN01-S02RMI-ELECTRICAL-2016	162
			MN01-S02RMI-EXTERNAL BOILER-2016	9
			MN01-S02RMI-I&T-2016	4
			MN01-S02RMI-INTERNAL BOILER-2016	11
			MN02-NO2REM-2016 U2 BLANKET ITEMS	8
			MNCO-NO1BLK-1A LIME AREA SUMP PUMP	2
			MNCO-NO1RPL-8/U BUCKETS AND CHAINS 2016	5
			SA Plant Production 5-7 South	1
		Not assigned Total		288
Tittiger, Richard D Total				288
Trevis, Keith R	Power Plant Operator	MN01-S02RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-S02RMI-2/24 BURNER RPR MO Total		12
		MN03-S02RMI-U3 ABS/REACTOR-OPS	Not assigned	12
		MN03-S02RMI-U3 ABS/REACTOR-OPS Total		12
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC	Not assigned	52
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC Total		52
		Not assigned	Not assigned	43
		Not assigned Total		43
Trevis, Keith R Total				119
Trillow, Jason E	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	8
			MANSFIELD MECHANICAL OUTSIDE	24
			MN01-S01RPL-1A BFPT OVERHAUL	72
			MN01-S02RMI-EXTERNAL BOILER-2016	8
			MN01-S02RMI-SO2-2016	8
			MN01-S02RMI-TURBINE-2016	38
			MN02-S02RMI-4/09 TUBE LEAK MO	16
			MNCO-NO1BLK-HSW 18" KNIFE GATE VALVE	8
			MNCO-NO2REM-2016 COMMON BLANKET ITEMS	8
		Not assigned	Not assigned	2
		Not assigned Total		192
Trillow, Jason E Total				192
Turbish Sr, Michael S	Electrician	Not assigned	MANSFIELD ELECTRICAL	46
			MN01-S01RPL LOWER ECONOMIZER-2012	8
			MN01-S01RPL-BLR WATER WALLS-2016	8
			MN01-S02RMI-ELECTRICAL-2016	113
			MN01-S02RMI-EXTERNAL BOILER-2016	10
			MN01-S02RMI-I&T-2016	8
			MN01-S02RMI-INTERNAL BOILER-2016	14
			MN02-NO2REM-2016 U2 BLANKET ITEMS	16
			MN03-S02RMI-4/10 BA SLOPE TUBE LEAK FG	4
			MNCO-NO1RPL-8/U BUCKETS AND CHAINS 2016	5
		Not assigned Total		232
Turbish Sr, Michael S Total				232
Vail, Kevin M	Power Plant Operator	MN01-S02RMI-2/24 BURNER RPR MO	Not assigned	36
		MN01-S02RMI-2/24 BURNER RPR MO Total		36
		MN03-S02RMI-U3 ABS/REACTOR-OPS	Not assigned	12
		MN03-S02RMI-U3 ABS/REACTOR-OPS Total		12
		MNCO-S02RMI-FUEL OIL UNLOADING-OPS	Not assigned	12
		MNCO-S02RMI-FUEL OIL UNLOADING-OPS Total		12
		MNCO-S02RMI-HYDROBINS-OPS	Not assigned	12
		MNCO-S02RMI-HYDROBINS-OPS Total		12
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC	Not assigned	40
		MNCO-S02RMI-UNION RPL-VAC,PAD,MISC Total		40
		Not assigned	Not assigned	43
		Not assigned Total		43
Vail, Kevin M Total				155
Varian, Mark A	I&T Mechanic	Not assigned	MN01-S02RMI-EXTERNAL BOILER-2016	3
			MN01-S02RMI-I&T-2016	68
			MN01-S02RMI-TURBINE-2016	3
			MN02-S02RMI-3/15 AUX STEAM VALVE RPR MO	6
			MN02-S02RMI-4/03 REAR WALL TUBE LEAK MO	8
			MN02-S02RMI-4/15 REAR WALL TUBE LEAK MO	8
			MN03-S02RMI-3/17 ECON DEC RS	2



## M116 Overtime report by local 272 employee

Sum of Quantity Emp Non-Confidential Desc	Position	WBS Element Desc2	WBS Element Desc	Total
Varian, Mark A	IS&T Mechanic	Not assigned Total		98
Varian, Mark A Total				98
Wadlinger, Paul M	Control Room Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	48
		MN01-SS2RMI-2/24 BURNER RPR MO Total		48
		MN03-SS2RMI-3/17 ECON DEC RS	Not assigned	4
		MN03-SS2RMI-3/17 ECON DEC RS Total		4
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	76
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		76
		Not assigned	Not assigned	43
		Not assigned Total		43
Wadlinger, Paul M Total				171
Walker, Robert J	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	12
		MN01-SS2RMI-2/24 BURNER RPR MO Total		12
		MNCO-SS2RMI-POND PUMPING-OPS	Not assigned	12
		MNCO-SS2RMI-POND PUMPING-OPS Total		12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	28
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		28
		Not assigned	Not assigned	9.5
		Not assigned Total		9.5
Walker, Robert J Total				61.5
Walker, Terry A	Maintenance Mechanic	Not assigned	MN01-SO2RMI-EXTERNAL BOILER-2016	48
			MN02-SS2RMI-4/09 TUBE LEAK MO	8
		Not assigned Total		56
Walker, Terry A Total				56
Whitehill, William L	Master Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	30
			MANSFIELD MECHANICAL OUTSIDE	18
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN02-SS2RMI-4/09 TUBE LEAK MO	16
		Not assigned Total		72
Whitehill, William L Total				72
Wiley, Douglas W	Control Room Operator	MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	12
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		12
		Not assigned	Not assigned	41.5
		Not assigned Total		41.5
Wiley, Douglas W Total				53.5
Wiley, Kevin R	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	50
			MANSFIELD MECHANICAL OUTSIDE	24
			MANSFIELD UNIT OPERATIONS	4
			MN01-SO1RPL-1A 8FPT OVERHAUL	16
			MN01-SO2RMI-EXTERNAL BOILER-2016	32
			MN01-SO2RMI-OPERATIONS-2016	8
			MN01-SO2RMI-SO2-2016	12
			MN01-SO2RMI-TURBINE-2016	32
			MN02-SS2RMI-4/09 TUBE LEAK MO	8
			MN02-SS2RMI-4/15 REAR WALL TUBE LEAK MO	4
		Not assigned Total		200
Wiley, Kevin R Total				200
Williams, Bernard L	Control Room Operator	Not assigned	Not assigned	4
		Not assigned Total		4
Williams, Bernard L Total				4
Williams, Jerald T	Maintenance Mechanic	Not assigned	MANSFIELD MECHANICAL INSIDE	24
			MANSFIELD MECHANICAL OUTSIDE	20
			MN01-SO2RMI-EXTERNAL BOILER-2016	8
			MN01-SO2RMI-TURBINE-2016	8
			MN02-NO2REM-2016 U2 BLANKET ITEMS	4
			MNCO-NO1BLK-HSW 18" KNIFEGATE VALVE	8
		Not assigned Total		72
Williams, Jerald T Total				72
Witherow, William A	Power Plant Operator	MN01-SS2RMI-2/24 BURNER RPR MO	Not assigned	24
		MN01-SS2RMI-2/24 BURNER RPR MO Total		24
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC	Not assigned	176
		MNCO-SS2RMI-UNION RPL-VAC,PAD,MISC Total		176
		Not assigned	Mansfield FH Oper WDA	12
			Not assigned	35
		Not assigned Total		47
Witherow, William A Total				247
(blank)	(blank)	(blank)	(blank)	
(blank) Total		(blank) Total		
Grand Total				16592.85

Respondent Exhibit No. 15 Withdrawn